



DEVELOPMENT OF
ACTIVITY BASED COSTING (ABC)
OPTIMIZATION TOOL FOR AN
ENVIRONMENTAL ORGANIZATION

THESIS

Anthony J. Gutterman, 1Lt, USAF

AEIT/GEE/ENV/97D-08

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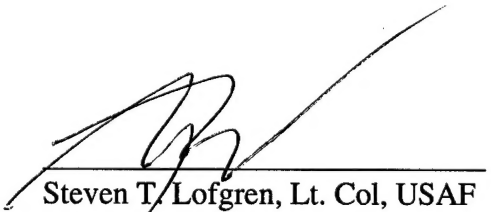
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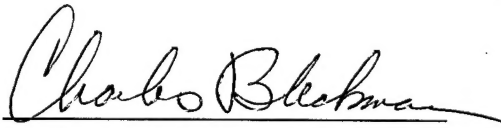
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THESIS

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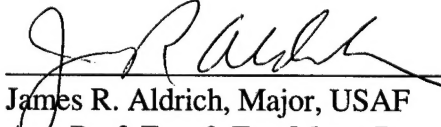
Presented to the Faculty of the Graduate School of Engineering
of the Air Force Institute of Technology
In Partial Fulfillment of the
Requirements for the Degree of
Master of Science in Engineering and Environmental Management



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December 1997

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Abstract

The purpose of this thesis was to develop a tool that would allow the user the ability to determine the activities an organization should track using Activity Based Costing (ABC). This was accomplished through the assignment of costs to the maintenance of ABC data and the determination of the benefit received as a result of using ABC. While obtaining the information pertinent to the cost of ABC was relatively straightforward and well documented, the information regarding the value of the benefit of ABC was not available. Therefore, using information provided in the literature concerning savings resulting from making the polluter pay for the amount of pollution generated, a benefit ratio was established based on the idea that when an organization is given both the financial ability and responsibility to pay for its actions, savings will immediately occur.

Current tools and techniques available in the ABC literature concerning the cost and benefit of ABC focus on the development of cost drivers. Nothing is available which focuses on the activities that should be used by an ABC system. This thesis expands the body of knowledge on ABC by developing such a tool. In addition, nothing currently is available which allows an ABC practitioner the ability to know what value of benefit must be received from ABC in order to recoup the financial investment involved in using such a system. Success stories have been written citing 10 to 100 times the investment gained as a result of using ABC, but this may or not be the case for every organization. This thesis fills the gap between hoping to receive a 10 or 100 times payback and knowing what the expected payback must be in order to use ABC beneficially (in terms of dollars invested).

DEVELOPMENT OF AN ACTIVITY-BASED COSTING OPTIMIZATION TOOL FOR ENVIRONMENTAL FUNCTIONS

I. Introduction

Background

A private sector company determines profits by subtracting its' expenses from its' revenues: $\text{Revenue} - \text{Expense} = \text{Profit}$. In today's competitive market, every company must continuously improve its' operations in order to reduce their expenses. Reducing expenses either gives a company greater profits (holding revenue constant) or it allows a company to reduce the price of their product or service in hopes of gaining market share. In either situation, the company benefits from reducing its expenses. One way companies attempt to reduce their expenses is by reducing or eliminating scrap and rework. In the environmental arena, reducing scrap and rework is equal to reducing or eliminating pollution/waste from being generated. When a company generates less pollution, environmental requirements for permits, treatment, disposal, storage, reporting, etc., are reduced. Reducing these requirements reduces the expenses of the organization and profits are increased.

In the Air Force (AF), or any non-profit organization, the desire to make a profit does not exist. This is due to the fact that revenues (the approved budget) equal the projected expenses of the organization and profit is zero. This does not mean that an AF

organization does not have a desire to reduce expenses. Every year an AF organization is appropriated funding for a specified budget based on projected expenses. If the organization can reduce its expenses, then, holding profits at zero, revenues, in essence, will increase. This means that the organization will have more money to spend for other requirements as a result of reducing its' expenses.

Currently, the Air Force is structured so that one organization is funded to provide another organization with a service at no charge. The money required to pay for this service is routed through the providing organization. Meaning, the Environmental Management (ENV) organization provides, at no charge to the customer, the trained personnel that provide the services required to ensure the installation complies with environmental laws and regulations. In addition, the ENV organization pays the direct costs associated with the disposal of hazardous and solid wastes, the fees associated with required permits, and a variety of other direct costs. In this type of scenario, the only organization which gains or loses financially as a result of the quantity of pollution generated is the ENV organization. Thus, when a process or procedure is changed at an installation and less waste is produced, the 'gained' revenue generated as a result of less waste being produced benefits the ENV organization.

If the Air Force were to change and allow those generating the pollution, or those causing the cost, to be financially accountable for their actions, then the benefit of less pollution would be received by the generators. If this change occurred, the AF environmental organizations would have to determine the cost of providing the service to the other organizations so that they could be charged accordingly. Using the traditional accounting standards applied by the majority of Air Force organizations, the cost of

providing the service would be determined using the cost of labor, materials and overhead. Determining how much labor or material that would be required for a service is relatively easy, but determining what portion of the overhead to place on which service is difficult.

The method used by most AF organizations to cost the overhead to a product or service is to use a direct percentage of money spent. For example, if the cost of a service to the ENV organization was \$1,000 in direct labor and \$200 in direct materials, then the overhead would be determined by multiplying the sum (\$1,200) by a certain percentage (typically 10% to 15%). In this instance, the cost of the service would be:

<i>Direct labor</i>	<i>Direct material</i>	<i>Overhead</i>	<i>Total</i>
\$1,000	\$200	$\$1,200 * 0.1 = \120	$1000+200+120 = \$1320$

While using this accounting method would make the customer aware of the costs of its actions (the cost of consuming environmental services), it could be an inaccurate cost due to the method used in applying the overhead charges. As shown in the next chapter, the traditional cost accounting schemes are no longer an accurate portrayal of an organizations costs. Today, Activity Based Costing, or ABC, is the accounting system in use by private industry (Baseman, 1997). ABC is the means to creating an accounting method which directs the costs of an organization to the products and services which required those costs to be incurred (Institute of Management Accountants, 1993).

Accounting Allocations

In the days before automation, labor and material costs were the main costs associated with delivery of a service or production of a product. Overhead was a small portion of the overall cost and therefore was not a major concern. The typical methods for tracing the overhead costs to a product were to use a formula based on required labor or number of products produced. The more labor intensive a product, the more overhead assigned to that product or the greater the number of products, the less overhead applied per product. As technology increased and automation became more efficient, the labor required to produce a product became a smaller percentage of the total cost compared to overhead. For example, if a special machine was purchased to replace a worker or several workers, the direct labor required would decrease while tooling, engineering, programming, and required maintenance support (all overhead costs in a traditional accounting scheme) would increase (O'Guin, 1991: 7). A labor based formula would allocate less overhead to the product using this machine while a product based formula would not change the amount of overhead allocated to this product, assuming the number of products produced remained constant. In either case, the overhead allocated to the product should increase because using the machine caused more overhead resources to be consumed.

Over the years, the traditional accounting methods have remained the same while the major cost distributions have changed. The result is improper assignment of costs to products and services which in turn could effect decision making regarding the cost of a product or service. In the AF, the decision makers usually have to decide a project or contracts fate based on this inaccurate cost information. Some tools typically used by the AF to decide a projects fate are payback periods or cost-benefit ratios. Regardless of the

tools used, the cost information required is not accurate because of the current cost accounting methods used. Therefore, a different method, one that accurately traces all the costs of production (labor, material and all the categories of overhead) back to the product, should be implemented throughout the Air Force.

Activity Based Costing

A cost method currently in use by many private manufacturing and service industries is Activity Based Costing (ABC). In ABC, "the cost of a product is the sum of the costs of all activities required to manufacture and deliver the product" (Cooper, 1988). More simply, "ABC is a technique to accurately assign the direct and indirect costs of an organization to the activities and customers or products which consume the organization's resources." (Callahan, et al., 1996). An activity is defined as a unit of work performed by one or more persons whom belong to the same office or other small group. Examples include daily business activities such as paying bills, taking messages, administering X-rays, etc. (Kehoe, Dodson, Reeve, and Plato, 1995:72). Since activities consume an organizations resources, it is important to determine those activities that add value and those that are non-value adding, so that they can be identified, costed, and earmarked for possible changes (Kobell, 1997). Thus, ABC can be used by the Air Force as a method of providing the accurate cost information needed to those making the decisions facing an organization.

General Issue

If an AF organization decreases pollution generation it does not realize any of the benefit (money saved). Instead, the organizations are given credit and praise for reaching established reduction goals. If an organization could reap the benefits from the money saved as a result of generating less pollution, then reducing pollution would be higher on their list of objectives. For example, when asked why they have their doors open and air conditioner on at their base house on a cool autumn evening, one couple responded, 'we don't pay the electric bill!' If the installation were to give that couple 'X' amount of dollars to pay for the electric bill and told them what they saved was theirs to keep, one could hardly refute that they would take actions to reduce their electric bill. Amplify this scenario across all AF organizations, and the possibilities are astounding. Yet, given the traditional cost accounting standards currently used within the AF, the amount of compensation to assess to each customer cannot be accurately determined.

Problem Statement

Using ABC, an ENV organization can accurately place the cost of activities to the consumers of the activities. Then the correct compensation can be given to AF organizations allowing these organizations to be charged for the ENV activities they consume. Attempting to apply this type of compensation to every organization would undoubtedly be difficult and, in certain circumstances, not beneficial due to the cost of tracking all the required data. Currently, there are no tools available which predict the benefits and costs of making AF organizations financially responsible for the ENV activities they consume. To determine which organizations should be compensated and

then charged for ENV activities, an optimization tool based on ABC concepts should be developed.

Objective

The objective of this research was to develop a tool which determines the ENV activities that should be charged back to the consumer of those ENV activities. To achieve this objective, an ABC optimization tool was developed (Chapter III) and an analysis conducted of Wright-Patterson Air Force Base (WPAFB) ENV, Dyess AFB ENV, and Cheyenne Mountain AFB ENV functions to validate the tool.

To achieve this objective, three main areas were focused upon. One area focused upon was the identification of the activities performed by an ENV organization. Another area focused upon was the identification of the customers of an ENV organization. The final area focused upon was the determination of the benefits and costs of making the customer aware of the ENV resources they consume (e.g. the costs of obtaining and maintaining the required ABC data and the benefits received from that data).

Scope of Research Effort

Air Force ENV organizations use neither ABC nor traditional accounting concepts in determining the cost of providing a service. This is due to the fact that funding for such services comes from outside the installation and the true cost of doing business is not a measure ENV organizations track. This research was aimed at developing a tool based on ABC concepts that will allow an ENV organization the ability to determine which services

should be charged to the consumer. The tool may be developed for the environmental organizations of the Air Force, but it can be used by any organization contemplating ABC implementation.

The data that is currently available to support such a tool is quite limited at best. If ABC becomes more accepted by AF organizations, the data required by this tool will become obtainable. What this tool defines for the user is the number of activities that can be beneficially tracked using ABC. This way, when it is time to gather all the information required for ABC implementation, the user knows exactly for which activities additional information is required. As will be defined in the next chapter, ABC relies on cost drivers to tie the activities which consume the organizational resources to the product or service. This thesis effort does not look at the cost driver part of ABC. Instead, it is argued that the cost of ABC is driven in part by the number of cost drivers tracked and the number of cost drivers is a direct consequence of the number of activities. Thus, if one limits the number of activities tracked by ABC, the number of cost drivers will also be reduced thereby reducing the cost of the entire ABC system.

In addition, the scope of this research effort was based on the idea that the expense of the environmental service is what causes the savings to occur. If an organization received additional operating funds every year to pay for environmental services, the only difference would be that the burden to pay for the service has changed. Instead, it was assumed the funds typically directed to the environmental organization to pay for the actions of their customers are now directed to the customers. The customers then use these additional funds how they use all their funds, to pay for their requirements (of which one is now to pay for environmental services as part of their everyday operations). It was

also assumed that when the organizations witness exactly how much of their funds go to pay for the pollution they generate that they will do whatever they can to reduce the amount of pollution and hence, save themselves money.

Thesis Organization

This chapter presented the background of why traditional cost accounting methods are no longer as accurate as ABC as well as providing a research objective, research questions, scope and limitations and a need for research effort. Chapter Two provides a literature search on the legislative background requiring environmental and financial accountability within the Government, it also describes in detail the problems with the traditional accounting method currently used throughout the Air Force, and it illustrates why ABC is a better accounting method. Chapter Three explains the approach used to address the research question. This is where the activities, costs, and benefits used by the ABC optimization tool are explained. Chapter Four contains the findings and analysis of the results obtained from the data collection. Chapter Five contains the conclusions drawn from this research effort and suggestions for future research.. The appendices an ABC activities dictionary and example calculations used in the development of the ABC optimization tool.

II. Literature Review

Overview

This chapter provides a literature search on the topics addressed by this thesis effort. The chapter begins by briefly explaining the legislation that drives the need for accurate cost information. Next, traditional accounting, similar to the system currently used by the Air Force, is contrasted with activity based costing and an example is provided. Finally, the chapter is completed with a brief description of current tools available to ABC practitioners.

Background

The public began to voice their opinions about how businesses should be regulated in terms of environmental legislation in the 1970's after environmental disasters like Lake Erie being pronounced dead and the Cuyahoga River being so polluted that it caught fire (Masters, 1991). Such incidents ushered in a new environmental era for the United States. Although several pieces of legislation were passed before 1970 which can be considered Acts passed to protect the environment (like the Refuse Act of 1899), none had as profound effect on the way the citizens of the United States conduct their daily operations as those passed since the beginning of 1970. Milestones occurring during that decade included the creation of the Environmental Protection Agency (EPA), the passing of the National Environmental Policy Act, and the passing of the first Clean Air and Clean Water Acts to name a few.

Other regulations and laws passed since that time, like Executive Order (EO) 12856 and the Government Performance and Results Act (GPRA) of 1993, have had big effects on business as usual for Government organizations. EO 12856 required each Federal

facility to comply with the provisions of the 1990 Pollution Prevention Act, which established pollution prevention (P2) as a “national objective” and the most important component of the environmental risk reduction hierarchy (EPA Federal Facility Pollution Prevention, Tools for Compliance, 1994:iii). Some P2 initiatives can be accomplished without the organization incurring a cost (such as simply changing from using a hazardous substance to a non-hazardous substance), yet many require a financial investment. This is where the GPRA has a dramatic effect. The GPRA requires the Federal Government to show results for the money it spends (Bowsher, 1996). Thus, when the Government undertakes a P2 initiative, results must be shown for the money spent. However, the current accounting system used by most of the Government does not provide the proper information required to show accurate results (Kobell, 1994). This is because the current accounting system resembles a traditional costing system where the cost elements are broken down into only three categories: direct labor, direct materials and overhead (Grieco and Pilachowski, 1995:4).

Traditional Costing System

At the turn of the 20th century, only three categories were needed to accurately to assign organizational costs. This was because the majority of the costs of production were related to labor or materials. The total price of a product was determined by adding the cost of direct labor, direct material and a portion of overhead. It is easy to see that the amount of direct labor and materials were easily and accurately assigned to specific products. However, assigning overhead costs equally to all the products was not as

accurate. Nonetheless, the traditional cost accounting system was good enough for the times because overhead was such a small portion of overall product costs.

The problems associated with the traditional accounting method are unique to organizations that produce a variety of products or perform a number of different services. If this were not the case, it would not matter how the overhead was assigned because the one product or one service would be the only output of the organization and all costs would be assigned to the one product/service. For example, assume a company produces only plastic green lawn chairs. It doesn't matter how the different costs are separated in this instance, because in the end, all are related to the lawn chair product. If the company produced 1,000 lawn chairs and the total cost of labor (\$12,000), materials (\$7,000) and all the different sources of overhead (\$1,000) equaled \$20,000, then the cost to the company of one chair would be \$20 [$\$20,000/1,000 = \20].

Now suppose the company produces roller-coaster seats in the same factory as the lawn chairs. The roller coaster seats will most certainly require more overhead (from research and development, safety inspections, stricter standards, etc.) than the lawn chairs, but this would not be recognized by traditional cost accounting. For the purposes of this example assume the roller coaster seats require the same amount of labor and material, but the company's overhead increased to \$6,000. (Total cost to company is \$24,000 labor, \$14,000 in materials, and \$6,000 overhead). Because the company uses traditional accounting, it does not recognize that the roller seats cause \$5,000 in overhead and the lawn chairs \$1,000, only that the overhead is \$6,000. To determine the price of each of their products, the company sums the costs of labor and materials required for each and then adds a portion of the overhead cost. For the lawn chairs, the cost would be:

$\$12,000 \text{ labor} + \$7,000 \text{ materials} + (1,000 \text{ lawn chairs} * \$6,000 / 2,000 \text{ total lawn chairs produced by the company}) = \$22,000$; which equals \$22 per chair. Because the roller coaster seats require the same amount of labor and materials, the cost per roller coaster seat would also be \$22. Clearly the roller coaster seats should require more overhead for the research and development, inspections (higher standards), etc., but traditional costing doesn't account for the variations in overhead costs.

As illustrated in the above example, the overhead costs of the organization were typically spread across the products based on a formula which was based on some product related measure (Grieco, et. al, 1995:4). Because the ratio of overhead to labor or materials was relatively low, the proper allocation of the overhead costs was not a major issue (Harr, 1991). Having a small ratio between labor or materials and overhead meant the overhead could be assigned to the products in just about any fashion and the bottom line of the company would not be affected. Because the profit margins during this time were high, the company wasn't concerned with properly assigning a few percentage of the overall costs. They just cared that it was divided up in some fashion that seemed logical. The overhead costs could even be grossly mis-assigned and the company would still make money so why worry about properly assigning these costs when the way it was being done resulted in a profit to the company (Rao, 1995).

Today, the world is much more competitive and profit margins are not as high. Moreover, automation and reengineering have reduced the amount of labor required to between 5 and 10 percent of the total expenses while the costs associated with overhead have risen to represent over 50% of the total expenses (Rao, 1995; O'Guin, 1991:6). The idea that labor is the major cost of product is no longer accurate. The overhead costs such

as long distance calls, e-mail systems, wheelchair ramps, trade association memberships, lawsuits, management consulting, fax machines, ergonomic furniture, etc., are now the major costs to an organization (Rao, 1997).

The exact changes in percentages between labor, material and overhead quoted by the different sources available in the literature may differ slightly, however, most agree the portion of labor required will continue to decrease as the overhead portion increases (Harr, 1991). To continue erroneously allocate the increased overhead rates in today's competitive market will most certainly be financially disastrous to most organizations. Therefore, Activity Based Costing (ABC), an accounting method which provides a far more accurate portrayal of costs than traditional accounting, should be used to determine how costs are distributed within an organization (Dean, 1996).

Activity Based Costing

Activity Based Costing, ABC, is an accounting method which provides a far more accurate portrayal of cost than traditional accounting (Dean, 1996). It is currently used by private industry as a way to assign costs to the different activities that are performed in providing a product or service (Cooper and Kaplan, 1991:269). An activity will be defined as an operation conducted by one or more persons such as setting up a machine, receiving raw material, changing the oil in the company car, fulfilling a customer request for use of an aircraft, or administering X-rays (O'Guin, 1991:31; Kehoe et. al., 1995:72; Spinner (a)).

In ABC, the total cost of a product or service is the sum of the costs of all activities required to manufacture and deliver the product or provide the service (Cooper, 1988).

More simply, ABC is a tool that allows an accurate assignment of the costs of an organization to the activities and customers or products which consume the organization's resources (Callahan, Marion, Pohlen and Shishoff, 1996). David Harr (1991) puts it in the most basic terms, ABC presumes that:

- All activities in an organization cause costs
- All activities are incurred to create products or to deliver services, therefore
- All costs are product or service costs.

ABC recognizes that activities are performed at different speeds for different products or customers. It allows for the overhead of a company to be assigned to a product or customer based on the demand that product or company places on the activity. It is in this sense that ABC recognizes the different consumption rates or quantities products or customers require per overhead activity. This way the overhead is not arbitrarily assigned to a product or customer based on an established formula from the past which could lead to faulty decisions about the fate of a product or service (Rao, 1997). Instead, the accurate costs of the current activities performed in the delivery of a product or service are determined based on the demands the current activities place on the current resources of the organization.

Consider the following example from Philip Brooks, Laura Davidson, and Jodi Palamides', "Environmental Compliance: You Better Know Your ABC's," Occupational Hazards, February 1993. This example illustrates the differences between traditional costing and ABC, as well as illustrating the application of ABC methods in a product cost application, and it points out the flaws of traditional cost systems:

A Furniture Manufacture (FM) produces two types of wood chairs, finished (FIN) and unfinished (UNFIN). 500,000 of each type of chair are produced per year. FM is contemplating dropping the UNFIN line due to lack of profits for that product. The waste from the UNFIN line is composed of sawdust and residual glue, both with little environmental consequences. The waste from the FIN line includes paints, stains, solvents, and other toxic adhesives, as well as sawdust and residual glue. In determining whether the UNFIN should be dropped or retained, the company used traditional accounting concepts to determine the profits from each product.

Traditional Accounting Analysis

The Overhead for the previous year was \$30 million, distributed as shown below in Figure 1.

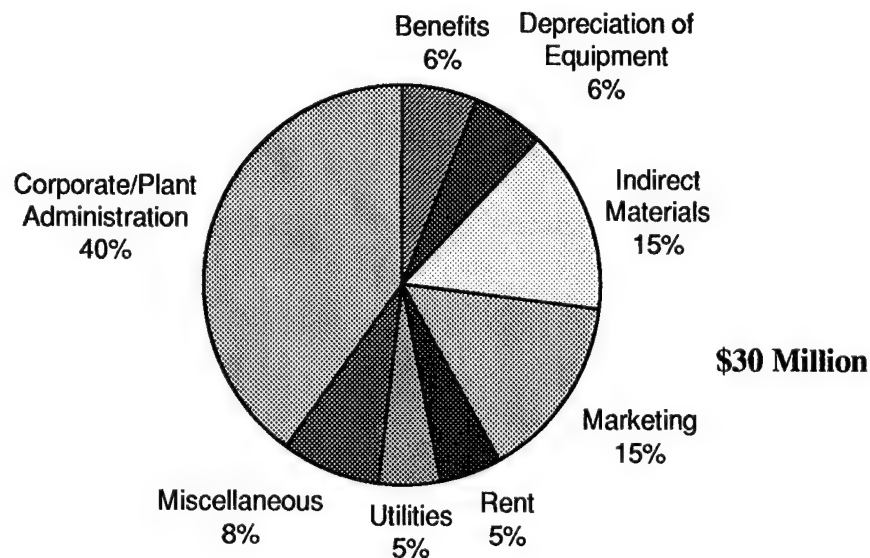


Figure 1. FM's Total Overhead

The traditional cost accounting method requires three inputs: labor cost, material cost and overhead cost. In this example, the cost of labor is \$10 per UNFIN chair and \$10.50 per FIN chair equaling a labor charge of \$10.25 million per year $[(\$10 \times 500,000 \text{ UNFIN}) + (\$10.5 \times 500,000 \text{ FIN})]$. The material cost for UNFIN is \$10 and \$15 for FIN. The overhead of the company is charged to each product based on a labor cost required factor (\$10.25 Million labor required to make the chairs).

For UNFIN:

$$\$10 \text{ direct labor/UNFIN} * \$30 \text{ Million Overhead} / \$10.25 \text{ Million} = \$29.27/\text{UNFIN}$$

For FIN:

$$\$10.5 \text{ direct labor/UNFIN} * \$30 \text{ Million Overhead} / \$10.25 \text{ Million} = \$30.73/\text{FIN}$$

The price of each product is the \$30 million in overhead is then divided between the two products as shown in Table 1.

Table 1. FM's Product Costs

UNFIN	\$/chair	FIN	\$/chair
Direct Labor	10.00	Direct Labor	10.50
Direct Material	10.00	Direct Material	15.00
Overhead	29.27	Overhead	30.73
Total	49.27	Total	56.23

In order to be competitive, FM must set the price of each chair at comparable market values which are \$50.00 and \$60.00, for UNFIN and FIN respectively. The apparent profit shown from traditional accounting is \$0.73 for UNFIN (\$50.00-\$49.27) and \$3.77 for FIN (\$60.00-\$56.23).

Based on the information given from traditional accounting, the UNFIN chairs are not as profitable as the FIN chairs. FM's yearly profits from the two chairs are \$365,000 for UNFIN and \$1.89 Million for FIN. However, before the fate of UNFIN could be decided, someone within FM asks why the environmental costs are lumped into the overhead and then almost equally divided between the two products when environmental costs are mainly the consequence of the FIN chairs. This caused the company to look at the activities it performed for each product. This process of analyzing the activities performed is also known as activity based costing.

ABC Analysis

A review of FM's records resulted in the determination of distinct environmental activities, Solid Waste (SW) Disposal, Environmental (ENV) Audits, Storage Permits for Hazardous Substances (HS), and Hazardous Waste (HW) Disposal, as shown in Figure 2. Specifically, the review determined that of the \$5.4 million of the total \$30 million overhead was attributable environmental costs. The remaining activities were indistinguishable between the two products and therefore were calculated as before.

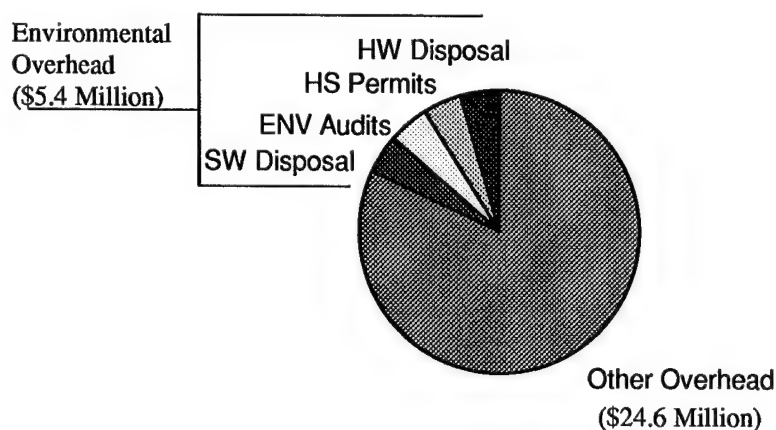


Figure 2. ABC Environmental Overhead for FM

FM was able to determine the total spent on SW Disposal as a result of producing both UNFIN and FIN chairs to be \$60,000. The other environmental activities resulted from the production of the FIN chairs. Their costs were found to be \$1.67 Million for ENV Audits, \$1.0 Million for Storage Permits for HS, and \$2.67 Million for HW disposal. Using this information, the ABC pricing of the two FM products is shown in Table 2.

Table 2. ABC for FM

UNFIN	\$/chair	FIN	\$/chair
Direct Labor	10.00	Direct Labor	10.50
Direct Material	10.00	Direct Material	15.00
SW Disposal	0.06 ^a	SW Disposal	0.06 ^a
ENV Audits	0	ENV Audits	3.34 ^b
Storage Permit HS	0	Storage Permit HS	2.00 ^c
HW Disposal	0	HW Disposal	5.34 ^d
Other Overhead	24.00	Overhead	25.20
Total Overhead (Environmental Overhead + Other Overhead)	24.06	Total Overhead (Environmental Overhead + Other Overhead)	35.94
Total	44.06	Total	61.44

a - \$60,000 for SW Disposal/1,000,000 chairs = \$0.06/ chair.

b - \$1.67 Million ENV Audits/500,000 FIN chairs = \$3.34/FIN chair

c - \$1.0 Million Storage Permits HS/500,000 FIN chairs = \$2.00/FIN chair

d - \$2.67 Million HW Disposal/500,000 FIN chairs = \$5.34/FIN chair

The established price based on traditional costing for the UNFIN and FIN chairs were \$50 and \$60, respectively. The result of setting the prices at these levels as revealed by ABC is a profit of \$5.94 (\$50.00 - \$44.06) for the UNFIN chair and a loss of \$1.44 for the FIN chair (\$60 - \$61.44).

A comparison between the two accounting methods is shown below:

	Cost Per Unit	
	UNFIN Chair	FIN Chair
Traditional	\$49.27	\$56.23
Activity based costing	44.06	61.44
Profits Resulting From Traditional per chair	0.73	3.77
Profits Resulting From ABC per chair	5.94	-1.44

Based on the ABC analysis, FM can now see that the true cost of doing business for both chairs is not as previously thought. In fact, FM can see the UNFIN chair is the only profitable product produced. This insight could lead to a variety of consequences. For instance, FM could decide to entirely discontinue the FIN chairs. FM could also see that changing the substances used in the process of making FIN chairs from a hazardous substance to non-hazardous substance would greatly decrease, if not eliminate, the need for audits, permitted storage space, and HW disposal. Doing this could increase FM's profit on FIN chairs to \$9.24 a chair (eliminating the need for environmental issues reduces the cost per chair to the company by \$10.68; $\$61.44 - 10.68 = \50.76 ; $\$60.00 - \$50.76 = \$9.24$). The issue that is being explained through this example is that ABC provides a far more accurate portrayal of product costs than the traditional accounting systems.

In addition, the benefit of ABC can be seen by comparing the results of the comparison. Thinking that losing \$1.44 per FIN chair is unacceptable to FM, the company could either change its processes and procedures to make the FIN chair

profitable, or they could decide to drop the FIN chair from their product line. If FM decides to drop the FIN chair products, then their net profit for their products will increase from \$4.50 (\$5.94-\$1.44) to \$5.94 a chair. This represents a gain of 32% to the companies bottom line. Yet, a 32% benefit represents FM's 'worst case' scenario as a result of using ABC. If the company decides to change its processes and procedures to such an extent as to make the FIN chair profitable, the net gain to the company will be higher than 32% because the net profit will be \$5.94 per UNFIN + the profit per FIN chair. Thus, the benefit that FM receives from knowing the true cost of their two products \$0.32 on the dollar , or 32%.

Current ABC Tools

The available literature on ABC provides numerous techniques as to the method or style to use in establishing ABC for an organization (O'Guin, 1991; Miller, 1996; Ness and Cucazza, 1995; Haedicke and Feil, 1991; Kobell, 1994). While many practitioners provide different methods or styles to establishing ABC, there exists two common steps among all: first, identify the activities performed by the organization and place the costs of the organization into these activities; second, identify the drivers of those activities so that the costs of the activities can be related to the product or service. A cost driver is anything that changes the cost of an activity (Miller, 1996:9). Examples of a cost driver are square footage, number of set-ups, or number of work orders. The more square footage a product requires, the more an activity such as 'store product' costs. Figure 3 illustrates the basic premise common to the methods of ABC as found in the literature. The arrows in Figure 3 show the relationship each part of ABC has on the other. For

example, working from the cost of the service provided upwards, the cost of the service is determined by the amount of cost drivers 'triggered' or consumed in delivering the service. The cost drivers are used to tie the consumption patterns of the service to the actual activities performed by the organization. Performing the activities is what causes the resources of an organization to be consumed.

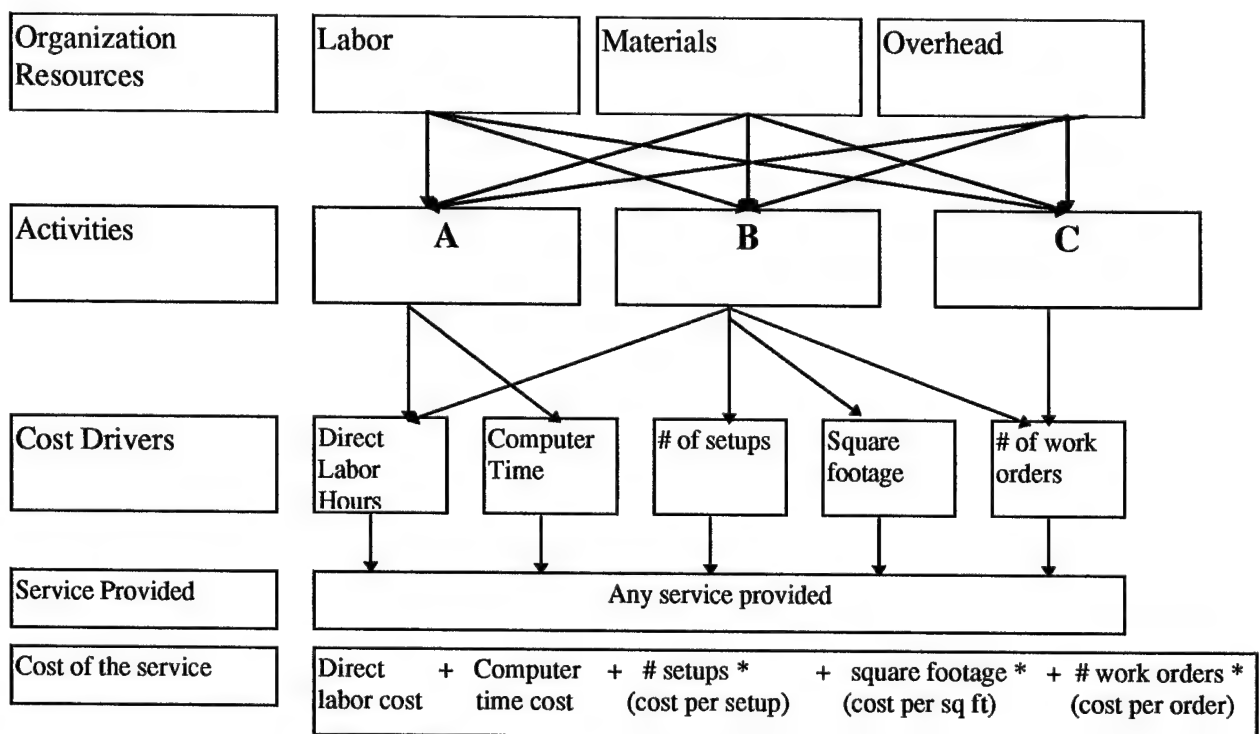


Figure 3. ABC Approach

Figure 3 represents an activity as having multiple cost drivers, which may or may not be the case. In most situations, multiple cost drivers will be required, but that is left to the user of ABC to determine (Miller, 1996:9). The important point to remember in developing ABC for an organization is that more activities and associated cost drivers

equal a higher operating cost for the accounting system (O'Guin, 1991:80). The inverse of this statement may also be true in that tracking more cost drivers may equate to better informed decisions being made. However, most organizations are in business to make money and should not track the activities where the cost is greater than the benefit.

The overall benefits of ABC are viewed to outweigh the costs in the literature (Rao, 1995; Miller, 1996; O'Guin, 1991; Rao, 1997; Haedicke and Feil, 1991; Ness and Cucuzza, 1995). The benefits of ABC are in the form of increased accuracy of product cost information which will allow better informed decision making to take place. The costs of ABC are the real dollars required to establish, operate, and maintain the information system to track the cost drivers. Increasing the number of activities to track increases the number of cost drivers required to track the required ABC information. As shown in Figure 3, the number of cost drivers per activity are typically greater than one. Hence, increasing the ABC complexity by one activity will result in the creation of at least one, if not several, additional cost drivers which equate to higher ABC system costs.

Currently there are tools available which help the ABC practitioner determine what types and how many cost drivers an organization should utilize in an ABC system (Babad and Balachandran, 1993; Cooper, 1988 (a), Cooper, 1988 (b), Cooper, 1989). However, there are no techniques which show the specific activities that should be tracked based on a cost-benefit analysis. Specifically, no tool exists which illustrates for an organization the activities that should be used in an ABC system on a benefit - cost analysis. This thesis develops such a tool.

III. ABC Optimization Tool Development

This chapter describes the development of the generic activity based costing optimization tool and answers the investigative questions set forth in the first chapter. The purpose of the tool is to provide users with an idea of the expected level, or the number of activities, their ABC system should track based on a cost and benefit analysis. The first section of this chapter develops an activity list applicable to most environmental functions. The second section describes how the costs and benefits of ABC were developed. The third section describes the ABC optimization tool.

Section 1. Environmental Activities.

The activities described in this section were derived from a literature search to make it applicable to a wide range of environmental functions. An environmental law book, journal articles, and the Department of Defense's The Environmental Assessment and Management (TEAM) Guide were utilized. This section is concluded with a description of how to relate specific activities listed for this model to those performed by individual environmental functions.

Why develop an Activity List? Kobell (1994) explains the first phase of ABC as establishing the department's activities and outputs. Other advocates of ABC concur that identifying the activities performed by an organization as the first and most important step in the development of ABC (Harr, 1991; Lewis, 1995:120; Brimson, 1991:82). That is why the development of the activity list was the first step in the ABC optimization tool.

What is an activity? As previously defined, an activity is a unit of work performed by one or more persons whom belong to the same office or other small group. Determining the specific activities performed by an organization is not extremely difficult. Observation, archival analysis, brainstorming, interviewing, and surveying are all methods currently used to determine the activities of organizations (Cooper, 1990; Kehoe et. al. 1995; Brimson, 1991:79). The method of obtaining the activity information is unimportant. What is important is that the information depicts the workings of the organization.

How were the activities identified for the ABC optimization tool? The ABC optimization tool was developed so the user could easily identify which activities performed by their organization should be tracked using ABC. This was accomplished by first identifying what the most likely activities are that typical environmental organizations (similar to Air Force environmental organizations) perform. The best way to accomplish this would have been to survey several environmental organizations and ask them the activities they perform in providing different services. The problem with attempting such a feat was most organizations do not know how to define the specific activities they perform in delivering a service (unless they are using ABC). They know they provide pollution prevention services, natural and cultural resources services, or hazardous waste compliance services, but they do not know all the specific activities involved in providing that service (manhours, computer time, office supplies, consulting support, office space, etc.). In addition, because environmental protection is required by state and local law as well as Federal law, the services performed may be different from one state to the next. Because each organization would define the activities they perform differently, the surveying of different organizations to find the common activities was not considered a

viable method for developing an activity list. Instead a literature search for applicable Federal laws and regulations was used. States may develop their own standards based on Federal law, however, the standards they develop must be at least as stringent as Federal law. Thus, there was a logic to basing the activities developed for the ABC optimization tool on Federal law.

Thomas F. P. Sullivan edited the Environmental Law Handbook, 13th edition (1995) in which the environmental laws and issues that effect an environmental function were covered in full detail. These include the: Resource Conservation and Recovery Act; Clean Air Act; Clean Water Act; Oil Pollution Act; Safe Drinking Water Act; Emergency Planning and Right-to-Know Act; Comprehensive Environmental Response, Compensation, and Liability Act; National Environmental Policy Act; Federal Facilities Compliance Act; Toxic Substances Control Act; Underground Storage Tanks; and Pesticides. The acts and issues were described in enough detail to allow the research to be related to activities which must be accomplished to satisfy the requirement.

In order to define these regulatory requirements in terms of actual activities performed by a military environmental function, the Department of Defense's TEAM Guide was used to tie a DoD's actions to a regulatory requirement. In addition, an article by Burt Hamner and Christopher Stinson (1995) entitled *Managerial Accounting and Environmental Compliance Costs*, was used to relate regulatory requirements to specific activities performed. Figure 4 illustrates the activities which resulted from the literature search. It is important to mention that the activities listed in Figure 4 do not comprise a complete list of every activity performed by an ENV organization. The level of detail which could be added to every activity is nearly endless. For instance, the activity 'Obtaining and

Maintaining Permits' could be broken down further into obtaining a Title V permit.

Taking it further, the activities which are accomplished to obtain the permit, such as take out form, put form in typewriter, fill-out form, place form in envelope, address form, mail form, etc., could all be tracked. However, the more activities one tracks, the more costly it is to utilize an ABC model. If the designer of an ABC model is given a choice about making the model more or less complex, he should err on the side of less (O'Guin, 1991:80). Thus, when first setting up ABC for an organization it is important to lay a foundation that is easy for the entire organization to work with, and from there details can be added or deleted. The activities listed in Figure 4 lay this foundation for any environmental organization implementing ABC. An activity dictionary is provided at Appendix A to clarify what is meant by each broad based activity listed in Figure 4.

Figure 4. Environmental Activities

Service	Activity
Air Management	<ul style="list-style-type: none">-Obtaining and Maintaining Permits^a<ul style="list-style-type: none">-- Title V-- Incinerators-- Engine Test Cells-New Source Performance Review-CFC and Halon Management<ul style="list-style-type: none">-- Class I and Class II Ozone DepletingChemical Management-Air Emissions Inventory-Air Emission Monitoring^b

Figure 4. Environmental Activities

Air Management (cont)	<ul style="list-style-type: none"> -- Testing and Sampling -Operate air emission treatment equipment -Audits -Record-keeping
Hazardous Material Management	<ul style="list-style-type: none"> -Purchasing Hazardous Materials <ul style="list-style-type: none"> -- Placing and processing orders -- Receiving and storing materials -Obtaining and maintaining Material Data Safety Sheets <ul style="list-style-type: none"> -- Maintaining a hazardous communications program -Oversee industrial hygiene audits -Prepare Toxic Release Inventory -Preparing Emergency Planning and Community Right-to-Know reports -Prepare emergency plan (Spill Prevention Control and Countermeasures Plan) -Prepare Tier one/Tier Two reports -Responding to spills <ul style="list-style-type: none"> -- Fire department actions -- Spill equipment required -- Training -- Environmental reporting -Procurement of hazardous material facility <ul style="list-style-type: none"> -- obtaining and maintaining permit -Labeling requirements <ul style="list-style-type: none"> --Drums, Facilities, Transportation -Purchase and maintain personal protection equipment -Purchase and maintain secondary containment equipment -Filing and record-keeping -Perform Audits
Hazardous Waste Management	<ul style="list-style-type: none"> -Hazardous waste identification <ul style="list-style-type: none"> -- testing and sampling -Resource Conservation Recovery Act reporting of identified hazardous waste activities -Obtaining Environmental Protection Agency hazardous waste generator number -Obtaining and maintaining Treatment, Storage, and Disposal Facility permits^a -Treatment, Storage, and Disposal Facility operations <ul style="list-style-type: none"> --Security, communications, safety, fire,

Figure 4. Environmental Activities

Hazardous Waste Management (cont)	<ul style="list-style-type: none"> and decontamination equipment -Preparation and maintenance of hazardous waste manifest -Preparing wastes for transport <ul style="list-style-type: none"> --Preparing container labels -Paying hazardous waste transportation and disposal fees -Procurement of hazardous waste storage containers -Oversee (training and inspection) hazardous waste satellite accumulation point management -Treatment of hazardous waste^c -Disposal of hazardous waste^c -Preparing Spill Prevention Control and Countermeasures Plan^d -Test and maintain hazardous waste equipment -Biennial 'Waste Activities' Report preparation -Preparation of Closure and post-closure plans for Treatment, Storage, and Disposal Facilities -Training <ul style="list-style-type: none"> - Handling of hazardous wastes other than satellite accumulation points
Petroleum, Oil and Lubricant (POL) Management	<ul style="list-style-type: none"> -Preparation of Spill, Control, and Countermeasures Plan -Obtaining and Maintaining POL permits^a -Monitoring and Permitting of used oil collection/recycling areas
Wastewater/Drinking Water Management	<ul style="list-style-type: none"> -Obtaining and Maintaining National Pollution Discharge Elimination System Permit^a -Operating wastewater treatment plant <ul style="list-style-type: none"> -- Permitting -- Record-keeping -- Operator certification -- Sludge treatment and disposal -- Monitoring, sampling, testing -- Equipment and facility depreciation -- Equipment and facility maintenance -- Reporting -- Treatment <p>or</p>

Figure 4. Environmental Activities

Wastewater/Drinking Water Management (cont)	<ul style="list-style-type: none"> -Paying wastewater treatment fees -Operating industrial wastewater pretreatment plants -Obtaining and Maintaining^a permits such as: <ul style="list-style-type: none"> -- Storm water -- Non-point sources -- Sludge disposal -- Dredge and fill -- Septic tanks -- NPDES -Spill Prevention, Control, and Countermeasures plan - Maintaining drinking water standards
Solid Waste Management	<ul style="list-style-type: none"> -Collection of solid wastes <ul style="list-style-type: none"> -- Separating and storing recyclables -Obtaining and maintain^a landfill permits <ul style="list-style-type: none"> -- Includes closure plans, monitoring and record-keeping
Other	<ul style="list-style-type: none"> -Above and underground storage tank management <ul style="list-style-type: none"> -- Resource Conservation Recovery Act Subtitle I reporting and record-keeping --Upgrading or removal of existing underground storage tanks -- Monitoring underground storage tank corrosion control systems -- Maintaining leak detection equipment -- Release reporting, investigation and response actions -Preparing Environmental Compliance Assessment and Management Program Audits (ECAMP) - Performing activities associated with Toxic substances (asbestos, PCBs) -Performing ECAMPs -Follow-up actions after ECAMPs

^a Operating and Maintaining permits involves the paperwork preparation, reporting, testing, sampling, and monitoring required under the associated permits

^b Monitoring is required per permit and for Volatile Organic Compounds.

^c Treatment and Disposal of hazardous wastes on site

^d Spill Prevention Control and Countermeasures Plan is also called a Contingency Response Plan or Spill Response Plan

Section 2. Costs and Benefits of ABC.

Costs of ABC. There are three main costs associated with ABC. First, training is required in order to ensure those personnel involved with ABC understand what it is they are doing and why. Second, time (labor hours) must be spent collecting the ABC data. Third, an information system (or some other similar system) must be developed to process the ABC data. Because the true cost of a system is not fully realized until it is developed, costs were estimated based on comparing systems currently in use by organizations (similar to any organization comparable to ENV) utilizing ABC and then choosing the most expensive option. Choosing the most expensive option can be considered a conservative approach. For example, consider an employee conducting a cost estimate for the delivery of the latest edition of an item hot off the production line. Upon consulting different sources, the employee determines the cost of the delivering the item in question could be as low as \$100 and as high as \$500 depending on the day of the week the item is delivered. The employee does not know when the item will be finished, s/he only knows the boss wants it delivered the day it comes off the production line. In addition, the employee knows personnel are fired for estimating costs to be lower than the actual costs. Therefore, the employee will be conservative and estimate that the cost to deliver the item will be \$500. This way the most expensive option is chosen and when the cost is less, the employee is rewarded (not fired) for obtaining the service below cost.

Training. For ABC to be successful, everyone needs to be familiar with ABC and its concepts (O'Guin, 1991:125; Norkiewicz, 1994; Player and Keys, 1995). Initial and recurring training are required to ensure that everyone involved with ABC knows their responsibilities and why they are doing the job they are doing. This training can be conducted by any of several methods. A consultant may be hired to teach the organization ABC or an organization may appoint someone to become an ABC 'Champion' with the intentions that person will train the rest of the organization. Because the exact training methods used by the users of this tool are unknown, the costs of the training involved with ABC were estimated.

It was assumed that an organization will choose someone to champion the ABC effort for the organization. The cost of this training was estimated to be only the costs associated with the time (labor hours) spent receiving the training. The length of such training was estimated at 3.5 days based on the length of ABC training course currently offered by Mrs. Paula Spinner, Senior Cost Analyst, SAF/FMCE (Spinner (c)). By taking 3.5 days, or 28 hours, the cost of ABC training can readily be estimated for the employees of an organization.

Record-Keeping/Data Collection. The cost of record-keeping or data collection will be defined as the time (labor) needed to record an activities duration as well as the time required to record the direct costs (service contracts, credit card purchases). This means that for every activity, there are two pieces of information that must be documented: the labor and the direct cost to the organization for the activity (permit fees, disposal costs, recycling costs, etc.).

The labor costs were determined for a military organization by referencing the 1996 Uniformed Services Almanac (pp. 15-62) and the 1996 general schedule annual salary for Dayton, Ohio (Defense Finance and Accounting Service, 1996). The hourly wages listed in Table 3 were determined based on between 2 and 20 years in the service, with additions for basic allowances for quarters and substances for military employees.

Table 3. Hourly Wage Averages^a for 1996 for Military and Civilian

Rank ^b	Average Hourly Wage(\$/hr) ^c	Rank ^b	Average Hourly Wage(\$/hr) ^c
O1	14	E9	22
O2	18	GS7	14
O3	23	GS8	15
O4	26	GS9	17
O5	30	GS10	20
E3	10	GS11	21
E4	11	GS12	25
E5	13	GS13	30
E6	15	GS14	35
E7	17	GS15	41
E8	20		

a- averages were taken for the pay of all grades for different years in service and step-increases.

b- O-1 through O-5 were used because it is not expected that an O-6 or higher is a part of a normal ENV organization. It is expected that no lower than E-3 or GS-7 is a part of an ENV organization.

c- averages were based on monthly salaries, an 8 hour work day and 4.33 weeks worked a month. See appendix B for the computation of Table 3.

The numbers given in Table 3 were further simplified to obtain four different categories as shown in Table 4. The categories were determined based on grouping similar salaries.

Table 4. Pay Grade Categories to be Used in the ABC Optimization Tool

Pay Grade Categories		Hourly Wage ^a (\$/hr)
A	E3-E4	11
B	E5-E8, O1, O2, GS7 - GS11	17
C	GS12, GS13, O3 - O4, E9	24
D	GS14 - GS 15,05	34

a- determined based on a 40 hour work week, 4.33 weeks per month, 12 months per year

The categories were separated based on the average pay grade of employees found at most Air Force environmental organizations. In fact, the majority of the people working for an Air Force environmental organization are in categories B and C (Cheyenne Mountain AFB had two Category (Cat) B employees, and Dyess AFB had 8 Cat B, 1 Cat C and 1 Cat D employees). As a result, the above categories should mirror the typical organization to cover a range of employees found in the organization. [Most Air Force environmental organizations are staffed with officers below the O-4 level, enlisted below the E-9 level, and general schedule civil employees below the 12 level.] By first categorizing the employees and second averaging the hourly wages representative to the categories, the ABC optimization tool is greatly simplified. If the user of the tool disagrees with the break down of employees into categories, the user may keep every worker's pay grade separate.

Once the pay grades are determined, all that is required is to determine the cost of record-keeping per employee. The time required to enter the ABC data was estimated to be 10% of the total time spent on the activity by the employee. For example, suppose a worker spends 1 hour a week on activity A, then it can be estimated that the time required to record ABC data for the activity would be no more than 10% of that hour, or 6 minutes.

It could be argued the time required to enter the data per activity could be considered constant. The only thing an employee must do for ABC is to document the proper information required and that should be the same every time. Yet, as stated before, the ABC optimization tool only provides the activities which should be tracked. It doesn't provide the actual drivers which will be used in ABC. The information concerning these drivers is the actual data required by ABC. Because the exact drivers that will be used by an organization which utilizes this tool was unknown, an estimate had to be made as to the amount of time that would be spent per ABC data entry. Thus, the 10% rate which varies according to the time devoted to the activity by the employee was chosen because it was a conservative approach (Spinner, 15 Oct 1997, stated that ABC maintenance is about 15 to 25 hours a quarter [or just over 5% of a workers time], depending on the data required).

A problem that may be encountered when attempting to use the 10% rate in practice is when the duration of the activity is short. For example, if the activity only requires 2 minutes of a persons time, then, according to this estimate, 12 seconds will be required to enter ABC data. While it is easy to see that 6 minutes out of an hour is a conservative estimate, it is not as easy to see that someone could spend just 12 seconds entering data. That is why this estimate was developed only for the use of this optimization tool. Once the activities that should be tracked by an environmental organization are identified (result of this thesis), the exact measures (cost drivers as well as time needed to input the data for that driver) will have to be developed. If the 10% estimation used in this thesis proves incorrect, it can easily be changed.

ABC System Software (or other comparable information system): Private

companies specializing in ABC were contacted and requested to provide information about the cost of ABC software and associated training. The results are shown in Table 5.

Table 5. Cost of ABC Software

Company	Software	Cost of ABC Software ^a and software training ^b
ICMS Software, Inc. 1-800-955-2233	CMS-PC TM	\$11,000
ABC Technologies (503)-626-4895	EasyABC Plus*	\$7,000

* This software is currently used at Air Staff on projects of limited duration or having quick prototype potential (Spinner(b))

a - per organization (multiple users, networking license)

b- the cost of training is for one individual. Time required for entire organization is included in the 3.5 days of ABC training required per personnel

In order to remain conservative, the cost of ABC software to be used by an organization utilizing the ABC optimization tool was estimated at \$11,000. This \$11,000 includes the cost of an ABC software system that has networking capabilities as well as networking licensing rights. In addition, the cost of training one individual (e.g. the ABC champion to use the system is included in the \$11,000.

Once the ABC software is in place, the ABC information required must be obtained and entered into the program. The cost associated with this undertaking is the time (labor) associated with the ABC champion determining the required information. This could range anywhere from 50 to 200 hours depending on the complexity of the organization (Spinner, 15 Oct 1997). It was assumed the person to be designated as the ABC champion will be in pay grade category B. For Cheyenne Mountain AFB, due to nature of the environmental organization (contracted organization) it was determined that

50 hours would be needed to start the ABC system. It was assumed that for both Dyess AFB, and Wright-Patterson AFB 150 hours would be required to obtain the information needed to start an ABC system. The reason the maximum times were not used is because it was assumed that an ABC system built as a result of the ABC optimization tool would not be as complex as an ABC system built without using the tool. In addition, because the time required to identify the activities of the organization will not be required (listed in Figure 4), the time required to establish an ABC system was assumed to be less than the maximum.

Benefits of ABC. Consider an example (Rao, 1997) where four co-workers have lunch together at an expensive restaurant (one where the prices aren't listed on the menu) to celebrate a job well done. One of the four workers is health conscious and orders only a house salad and a glass of water. The others however, order appetizers and a seven course T-bone steak feast, all the while downing glasses of the best champagne. When the bill comes, only the total amount is listed for the four meals. Because they have no idea how much each item was, they decide to separate the bill equally four ways. The result for the health conscious worker is an expensive salad. This is similar to the division of organizational costs under traditional accounting.

Now consider they do know how much each persons portion of the bill was because the prices are on the menus and they were given separate checks. This allows for the correct portions to be assigned correctly and accurately to each individual similar to ABC for services and products. How much benefit would the people involved receive knowing how much they spent? The answer to this questions lies in the actions taken by the

individuals in response to knowing the cost of their actions. If they chose a cheaper restaurant with the same quality of food then the benefit would be the difference in the amount expected to be spent at the expensive restaurant and the actual amount spent at the cheaper restaurant. In this scenario it is easy to place a dollar value on the benefit. This is not the case for environmental organizations because many of the benefits that result are avoidance of fines, decreased potential for liability, increased health, better public image, etc.

Some of the benefits of ABC itself are that it provides: the information needed for the ability to make improved decisions; the information to decide on which continuous improvement activities to pursue; and it gives the user the ability to easily determine relevant costs concerning a product or service (Cooper and Kaplan, 1991:277). These benefits are only received by the organization after the ABC fueled actions are taken to reduce expenses or improve the organization. (O'Guin, 1991:76; Miller, 1996:28). What this means is that an organization will only know if ABC is beneficial to them when (if), after it is implemented, the quality of the product is improved, the cost of the product is decreased, or money is saved by the organization as a result of the information provided by ABC. The result of such an understanding is that many organizations undertake ABC initiatives without knowing what to expect in terms of a benefit as a result. They only see that it works for other companies and that maybe it will work for them.

In order to determine the activities that should be costed using ABC techniques on a benefit - cost analysis, some type of benefit expected from ABC must be established for the organization. This will allow the organization to determine for which activities it

should develop cost drivers and related ABC information in the beginning stages of ABC development.

To determine the benefit that will be entered into the ABC optimization tool, assumptions were made. The first assumption was that once both the true cost of an activity and the customers of that activity are determined, the customers will be held financially liable for causing those costs. If the four co-workers at the restaurant didn't have to pay the bill because the company was picking up the tab, they wouldn't care if it came with or without each person's portion identified accurately and correctly. In this instance, the information provided by separate checks, or ABC, would not result in any benefit to the users. This type of scenario is the practice currently used within Air Force environmental organizations. Money is appropriated to the Department of Defense by Congress and then it is passed through different channels until an environmental organization receives a budget and the responsibility to 'pick up the environmental tab' for the installation. For example, the money to pay for the disposal of the hazardous waste generated as the result of the repairing of a jet engine is not paid for by the maintenance shop that worked on the engine nor is it paid for by the flying squadron that operates the plane which utilizes the engine. Instead, ENV, who has no say in how that engine was fixed, pays for the disposal. If the engine shop or flying squadron were given the financial ability and responsibility to pay for the services rendered in the disposal of the hazardous waste then there may be an incentive to those organizations to reduce the amount of hazardous waste generated.

Consider another example where person X, who lives in a residential area, has all the household bills paid for by a wealthy friend. X finds out the residential area has changed

its policy concerning solid waste disposal. The city will now weigh all the material in the non-recyclable bin and charge the residents based on that weight. In addition, the city decided to give reduced charges to the residents that consistently separate their trash from the recyclables and fill the recycled bins on a weekly basis. Because X never pays the solid waste bill, there is no incentive to reduce the amount of waste in the trash bin and increase the amount in the recycled bin. Suppose the wealthy friend decided to give X the amount of money that used to be spent on X's solid waste disposal making X responsible for the disposal bill. Any savings resulting from X lowering the disposal fees would go directly into X's pocket. It is evident that X now has an incentive to decrease the amount of wastes placed into the non-recyclable bin. The end result is less trash goes to the landfill and X benefits by gaining spending money.

The above examples provide an illustration of how a dollar value will be placed on the benefits received from ABC in this thesis. It was assumed that when an organization is given the financial ability to pay for environmental services and the ability to reap the benefits of reduced expenses, that they will reduce the amount of pollution they generate thus saving themselves money and producing less waste. The rest of this section details how the dollar values were determined and how they will be assigned.

A literature search was accomplished to determine the dollar amount expected to be saved as a result of reducing pollution (which will occur by changing to ABC). Haynes C. Goddard (1995) stated in his article *The Benefits and Costs of Alternative Solid Waste Management Policies*, that the price elasticity of demand for waste management services (measured as waste generation) was found to be about 0.20. This means that an increase in price results in a decrease in waste generation (for every 10% increase in price there is a

2% drop in waste generated). When a person, or an organizational unit, goes from paying nothing for waste disposal to suddenly being charged for waste disposal services, it can be safely assumed that they will see the price as being increased. Therefore, the organizational unit will take some type of action to reduce the amount of wastes being generated. Actions such as turning off the water when not in use, re-using red rags more times than normal, using more 'elbow grease' to clean parts instead of a hazardous substance, etc., are all no-cost actions which can easily be accomplished by any unit.

Goddard (1995) also stated that a system such as making one pay for the waste they generate, results in a 17% to 25% net economic savings. Using these figures, supported by the price elasticity of demand of 0.20, it was assumed that a 20% savings could be expected as a result of making the polluter aware of the costs of their actions. This means that for every dollar charged back to an organizational unit for environmental activities listed in Figure 4, \$0.20 will be saved as a result.

The \$0.20 on the dollar saved is the possible savings as a result of the efforts taken by the unit after being made aware of its actions. Yet, the potential of the savings based on ABC goes further than the \$0.20. Current analysis of pollution prevention projects shows that the payback of a pollution prevention project is 3 to 1. For every dollar invested in pollution prevention, three are returned to the organization (Ogden, 1996; Friend 1994; U.S. Federal Energy Management Program, 1995). Thus, if the organization takes the \$0.20 saved as a result of ABC and invests in a pollution prevention effort then the potential benefits of ABC to the organization is \$0.40 (invest \$0.20 at a 3 to 1 payback = $3 \times (.2) - .2$ [\leftarrow Initial investment] = 0.40).

In summary, if an organization is held financially accountable for the environmental costs it incurs then the quantity of pollution (waste) generated will decrease. Less pollution generated equals a drop in expense. Holding the profit at zero and revenues constant in the profit equation, a decrease in expenses for one requirement equals the ability to take on additional expenses. If the additional expenses are caused as a result of investment in a pollution prevention project, then the payback of the investment can be expected to be 3 to 1, or 300%. Subtracting the investment yields a net gain of over 200%.

The 40 % payback is considered to be a conservative estimate for the benefits received from ABC systems. After the fact assessments of ABC have resulted in benefits of 10, 20 even 100 times the investment (Ness and Cucuzza, 1995). However, such a statement may be misleading to an ABC practitioner due to the fact that they refer to an average benefit. If an ABC system had been developed based only on the activities which resulted in a gain (based on a cost - benefit analysis), then the true benefit could be even greater than cited above. This thesis fills that gap between hoping to receive a 10 or 100 times payback and knowing what the expected payback must be for a given investment.

Section 3. Activity Based Costing Optimization Tool.

The ABC optimization tool described in this section was developed to give environmental organizations a tool that optimally determines the activities which should be tracked using ABC. This optimum point has been defined as the point when the benefits outweigh the costs. To determine what activities should be tracked to the customer, the following five step process was developed.

STEP ONE

The purpose of step one is to identify the activities completed by the ENV organization and the customers of those activities.

Step One is to be completed by personnel familiar with the activities performed by the organization. The first part of this step is to determine which activities listed in Figure 4 are actually performed by the ENV organization. This is accomplished by the user simply marking yes if the activity is performed. If an answer for an activity is yes, then the user must identify the customers of that activity. A customer was defined at the squadron level (or comparable structured units in organizations outside the Air Force) to minimize the complexity.

A sample matrix for Step One is below in Table 6.

Table 6. Sample Matrix for Step One of the ABC Optimization Tool.

Activity	Does your organization perform this activity?	If the activity is performed by your organization, who are the customers? ^a
Provide Air Management Service:		
Obtaining and Maintaining Permits -- Title V -- Incinerators(classifieds, medical) -- Engine Test Cells		
-New Source Performance Review		
-Ozone Depleting Chemical Management		
-CFC and Halon Management -- Class I and Class II		
-Air Emissions Inventory		
-Air Emission Monitoring -- Testing and Sampling		

a - The customer level must be defined by the user.

The result of step one will be the creation of a matrix which provides the ENV organization with an easy to read table of the ABC activities performed and for who they are performed. This will allow for the employees to simply insert the percentage of time they spend on the activity per customer listed (Step Three)

Consider an example where all the activities in Table 6 except for 'New Source Performance Review' and 'Ozone Depleting Chemical Management' were marked as completed by the organization. For 'Obtain and maintain permits,' the customers were identified as A, B, and C, for 'CFC and Halon Management' the customers were C and D, for Air Emissions Inventory the customers were A, B, C, D, E and F, and the customers for 'Air Emissions Monitoring' the customers were A, B, and C. The resultant matrix is shown below in Table 7. Table 7 simply lists all the activities that were marked as completed and all (cumulative) the different customers.

Table 7. Example of Resultant Matrix Completed After Step One.

ACTIVITY	CUSTOMER						TOTAL
	A	B	C	D	E	F	
Air Management Service							
Obtain and maintain Air permit	X	X	X				
CFC and Halon Management			X	X			
Air Emission Inventory	X	X	X	X	X	X	
Air Emission Monitoring	X	X	X				

STEP TWO

The purpose of step two is to determine the different pay grade categories of the organization that will be used in the ABC optimization tool.

The different wage grades within the organization must be determined. This allows for a distribution of the labor hours which are performed in the accomplishment of each activity to simplify the optimization tool. For an Air Force ENV function, the pay grade categories and associated hourly wage were listed in Table 4 and are summarized below:

PAY GRADE CATEGORY	HOURLY WAGE (\$/HR)
A	11
B	17
C	24
D	34

STEP THREE (must be completed for each pay grade)

The purpose of step three is to determine the time spent on the activities per customer. This allows the labor charges to be calculated that will be charged back to the customer. In addition, once the time spent per activity is determined, the cost of ABC data entry (record-keeping/data collection) can be calculated using the estimation that 10% of an employees time spent performing an activity will be spent tracking the required ABC data. This step is divided into three parts. Part A determines the amount of time spent on the activities per customer. Part B determines the cost of labor as a result of the listed activities and customers. Part C determines the cost of keeping track of the ABC data required.

Part A. Determination of the time spent on activities per customer by every employee.

Using the matrix developed in step one (Table 7), the time spent on the activity for each customer per employee must be determined. Each employee in the organization that is even remotely involved with the listed activities must fill in the percentage of their time that is spent in a given year performing or supporting the listed activities per customer. Considering some months require some activities to take more time (such as the months that a TRI report is due or that an audit is performed), thus allowing an accurate reflection of how the ENV personnel spend their time.

ENV organizations often hire personnel for a specific purpose such as POL management or AST/UST management. Some personnel may have additional duties to include other activities, but for the majority of installations, specific activities are the responsibility of specific employees. In the instances where more than one employee performs work for an activity and customer, an average must be taken to determine the percentage of time spent. This must be accomplished for each pay grade. Accomplishing this task for each pay grade reduces the amount of ABC data maintenance required.

It is important to note that the matrix developed in step one will not include all the activities which consume an organizations time. This is because tracking activities such as coffee breaks, telephone conversations, and staff meetings, etc., represent costs within an organization which remain lumped together in traditional overhead costs and are nearly impossible to trace to an activity or customer. This time and associated labor cost will remain a consequence of the ENV organizational activities and will continue to be paid for by the ENV organization. This means the total amount of time spent by an employee on the listed activities for the given customers will rarely, if ever, be equal to 100%.

Continuing the example started in Step One, assume there are 3 Category B employees and 1 Category C employee who spend their time on these activities and customers. The result of the time spent by the employees per pay grade category is shown in Table 8. The first value are the total percentages spent by the Category B employees while the percentages in parenthesis represent the total spent by Category C employees (e.g. 15(5) equals 15% total time for the three Category B employees and 5% total time for the Category C employee. Note: 15% for the Category B employees is the total time spent by the three employees. It could mean 15% spent by one employee and 0% by the other two or one employee could spend 7% of their time, one could spend 5% of their time and the third could spend 3% of their time on this activity. This number is the total spent by all three Category B employees).

Table 8. Example of Percentage of Time Spent on Activities and Customers.

ACTIVITY	CUSTOMER						TOTAL
	A	B	C	D	E	F	
Air Management Service							
Obtain and maintain Air permit	15(5)	15(5)	5(1)	0(0)	0(0)	0(0)	35(11)
CFC and Halon Management	0(0)	0(0)	20(15)	20(10)	0(0)	0(0)	40(25)
Air Emission Inventory	20(10)	20(10)	10(5)	5(1)	5(1)	5(1)	65(28)
Air Emission Monitoring	20(2)	20(2)	20(2)	0(0)	0(0)	0(0)	60(6)
Total	55(17)	55(17)	55(23)	25(11)	5(1)	5(1)	200(70)

Table 8 does not suggest the employees put forth 200% effort for these activities and customers. What Table 8 shows is that of the 3 Category B employees, the average time spent on these activities and customers is 66.7% (200%/3 employees). The 70% total shown for the Category C employee in Table 8 is the amount of time the employee spends on these activities and customers.

Part B. Determination of the cost of labor as a result of the listed activities and customers.

Based on the information given by the employee as to the time spent, the labor costs to an organization can be calculated. For the organization with the time percentages listed in Table 8, the cost of labor was determined as follows for the activity 'Obtain and Maintain Air Permits' for customer A.

3 Category B employees earn \$17 / hr each and the Category C employee earns \$24 / hr and both category employees work an average of 50 weeks a year. [50 weeks a year is used because each employee is assumed to take two weeks off a year]. Therefore, the labor costs to the organization as a result of this activity and customer were determined.

For Category B employees:

15% of the employees time * 40 hrs/week * 50 weeks a year * \$17/hr = \$5,100/year.

For the Category C employee:

5% of the employees time * 40 hrs/week * 50 weeks a year * \$24/hr = \$2,400/year.

The total labor cost to the organization as a result of this activity and customer were then determined to be \$7,500 (\$5,100 + \$2,400). This type of calculation was repeated for every pay grade category in order to determine the total cost consumed by the activities per customer per year. The results for this example are shown in Table 9.

Table 9. Example of Labor Costs.

ACTIVITY	CUSTOMER						TOTAL
	A	B	C	D	E	F	
Air Management Service							
Obtain and maintain Air permit	\$7500	\$7500	\$2180	0	0	0	\$17,180
CFC and Halon Management	0	0	\$14000	\$11600	0	0	\$25,600
Air Emission Inventory	\$11600	\$11600	\$5800	\$2180	\$2180	\$2180	\$35,540
Air Emission Monitoring	\$7760	\$7760	\$7760	0	0	0	\$23,280
Total	\$26,860	\$26,860	\$29,740	\$13,780	\$2,180	\$2,180	\$101,600

To ensure the calculations were completed correctly, all that is needed is a quick check of the total percentages given in Table 8 compared to the overall total of Table 9. 200% (total) of the three Category B employees time and 70 % of the Category C employees time equates to:

$$(2.0 * \$17/\text{hr} * 40 \text{ hrs/wk} * 50 \text{ wks/yr}) + (0.70 * \$24/\text{hr} * 40 \text{ hrs/wk} * 50 \text{ wks/yr}) = \$101,600/\text{yr}.$$

Part C Determination of the costs associated with ABC data maintenance.

Using the assumption that 10% of time spent on an activity is spent recording the ABC data as outlined in section 2 of this chapter, the costs associated with record-keeping and data collection can be determined. Continuing the above example, Table 10 lists the results of taking 10% of an employees time spent per activity per customer as the time required for ABC data maintenance. An example of how to obtain the cost of recordkeeping for customer A and the activity 'Obtain and Maintain Permits' is illustrated below.

For Category B employees:

$$10\% * (15\% \text{ employees time} * 40 \text{ hrs/wk} * 50 \text{ wks a year} * \$17/\text{hr}) = \$510/\text{year}.$$

For the Category C employee:

$$10\% * (5\% \text{ employees time} * 40 \text{ hrs/wk} * 50 \text{ wks a year} * \$24/\text{hr}) = \$240/\text{year}.$$

Total cost to organization of ABC = time needed by Cat B & Cat C employees to record the data or $\$510 + \$240 = \$710$. This type of calculation was repeated for all the customers and activities listed in Table 9 and the results are shown in Table 10.

Table10 . Example of ABC Data Maintenance Costs.

ACTIVITY	CUSTOMER						
Air Management Service	A	B	C	D	E	F	TOTAL
Obtain and maintain Air permit	\$750	\$750	\$218	0	0	0	\$1,718
CFC and Halon Management	0	0	\$1400	\$1160	0	0	\$2,560
Air Emission Inventory	\$1160	\$1160	\$580	\$218	\$218	\$218	\$3,554
Air Emission Monitoring	\$776	\$776	\$776	0	0	0	\$2,328
Total	\$2,686	\$2,686	\$2,974	\$1,378	\$218	\$218	\$10,160

STEP FOUR

The purpose of step four is to identify the direct non-labor costs which will be charged back to the customers of the activities. The direct costs associated with service contracts and other direct costs associated with the performance of an activity must be determined per customer. If the costs can not be traced back to a specific customer (due to information not being available), than an assumption must be made as to how these costs are to be distributed. The assumption made was based on the time spent on the activity per customer by all the employees. The best method for explaining this assumption is to continue with the example.

Assume the direct non-labor costs associated with these activities was determined but that each customers portion could not be identified. Thus, the non-labor direct costs were divided among the customers based on the time spent on the activities by the employees. The total costs were \$25,000 for Obtain and Maintain Air Permits, \$2,000 for CFC and Halon Management, \$10,000 for Air Emission Inventory, and \$5,000 for Air Emission Monitoring. Using the values listed in Table 8, an example of how to divide the non-labor

direct costs for customer A and the activity 'Obtain and Maintain Permits' is illustrated below.

The amount of time spent by Category B employees was 15% for this customer on this activity. The total amount of time spent on this activity by Category B employees was 35%. The total amount of time spent by the Category C employee was 5% for this customer and 11% for the entire activity. Using these values, the percentage of non-labor direct costs attributable to customer A for this activity can be determined.

$$\$25,000 * [(15\% + 5\%)/(35\% + 11\%)] = \$10,870.$$

This type of calculation was repeated for all customers and activities and the results are shown in Table 11.

Table 11 . Example of Division of Non-Labor Costs.

ACTIVITY	CUSTOMER						TOTAL
	A	B	C	D	E	F	
Air Management Service							
Obtain and maintain Air permit	\$10870	\$10870	\$3260	0	0	0	\$25,000
CFC and Halon Management	0	0	\$1077	\$923	0	0	\$2,000
Air Emission Inventory	\$3871	\$3871	\$1936	\$774	\$774	\$774	\$12,000
Air Emission Monitoring	\$1667	\$1667	\$1666	0	0	0	\$5,000

STEP FIVE

Using all the identified items from steps one through four, as well as the costs and benefits as defined in section 2, determine which activities should be tracked back to each customer. Section 2 defined the costs of ABC to be the cost of training, record-keeping, and ABC system software. The cost of record-keeping was assumed to be the labor charges associated with 10% of the time spent performing an activity would be required for record-keeping/data collection (Table 10). The cost for training and ABC system

software will be distributed among the customers in a method similar to the one described in step four for direct non-labor costs as illustrated below.

Using \$11,000 as the cost of the ABC system software, 3.5 days as the length of training ENV personnel received, and 100 hours as the time required by the ABC champion to obtain the required information for ABC, the costs associated with the ABC system software were determined for the example started in Step One. For the activity Obtain and Maintain Air Permits for customer A, the following calculation explains the process for dividing the ABC system software and training costs up among the activities and customers.

Training Costs for Category B employees = $3 * (3.5 \text{ days} * 8 \text{ hrs a day} * \$17/\text{hr}) = \$1,428$.

For the Category C employee = $1 * (3.5 \text{ days} * 8 \text{ hrs a day} * \$24/\text{hr}) = \$672$.

The cost to obtain ABC data information as gathered by one Category B employee = $100 \text{ hours} * \$17/\text{hr} = \$1,700$.

Total cost of ABC system software and set-up =

$$\$11,000 + \$1,428 + \$672 + \$1,700 = \$14,800.$$

The portion of this cost attributable to customer A for the activity Obtain and Maintain Air Permits was determined by taking the percentage of time spent by the employees for this activity and customer compared to the total percentages spent for all activities and customers.

$$\$14,800 * [(0.15 + 0.15) / (2.00 + 0.70)] = \$1,096$$

This type of calculation was completed for all activities and customers and is shown in Table 12.

Table 12 . Example of Division of ABC System Software and Set-up Costs.

ACTIVITY	CUSTOMER						
	A	B	C	D	E	F	TOTAL
Air Management Service							
Obtain and maintain Air permit	\$1096	\$1096	\$329	0	0	0	\$2,521
CFC and Halon Management	0	0	\$1919	\$1644	0	0	\$3,563
Air Emission Inventory	\$1644	\$1644	\$823	\$329	\$329	\$329	\$5,098
Air Emission Monitoring	\$1206	\$1206	\$1206	0	0	0	\$3,618
Total	\$3,946	\$3,946	\$4,277	\$1,973	\$329	\$329	\$14,800

The benefits resulting from ABC are equal to 40% of the value charged back to the customers. The value that will be charged back to the customers is equal to sum of labor charges (Table 9) and non-labor direct costs (Table 11) associated with the activities. The total to charge back for this example is shown in Table 13.

Table 13. Example of Total Value to Charge Back.

ACTIVITY	CUSTOMER						
	A	B	C	D	E	F	TOTAL
Air Management Service							
Obtain and maintain Air permit	\$18370	\$18370	\$5440	0	0	0	\$42,180
CFC and Halon Management	0	0	\$15077	\$12523	0	0	\$27,600
Air Emission Inventory	\$15471	\$15471	\$7736	\$2954	\$2954	\$2954	\$47,540
Air Emission Monitoring	\$9427	\$9427	\$9426	0	0	0	\$28,280
Total	\$43,268	\$43,268	\$37,679	\$15,477	\$2,954	\$2,954	\$145,600

The benefit received as a result of charging back the costs in Table 13 equal 0.40 of the value charged back as shown in Table 14 for all activities and customers.

Table 14. Example of Benefit Received

ACTIVITY	CUSTOMER						
Air Management Service	A	B	C	D	E	F	TOTAL
Obtain and maintain Air permit	\$7348	\$7348	\$2176	0	0	0	\$16,872
CFC and Halon Management	0	0	\$6031	\$5009	0	0	\$11,040
Air Emission Inventory	\$6188	\$6188	\$3094	\$1182	\$1182	\$1182	\$19,016
Air Emission Monitoring	\$3771	\$3771	\$3770	0	0	0	\$11,312
Total	\$17,307	\$17,307	\$15,071	\$6,191	\$1,182	\$1,182	\$58,240

The activities which should be tracked using ABC as a result of using the ABC optimization tool are then determined by subtracting the costs associated with ABC from the benefits for each activity and every customer. The costs associated with the model are a summation of the ABC data maintenance costs (Table 10) and the ABC system software and set-up costs (Table 12). The total cost of ABC is shown in Table 15.

Table 15. Example of Total Costs of ABC.

ACTIVITY	CUSTOMER						
Air Management Service	A	B	C	D	E	F	TOTAL
Obtain and maintain Air permit	\$1846	\$1846	\$547	0	0	0	\$4,239
CFC and Halon Management	0	0	\$3319	\$2804	0	0	\$6,123
Air Emission Inventory	\$2804	\$2804	\$1403	\$547	\$547	\$547	\$8,652
Air Emission Monitoring	\$1982	\$1982	\$1982	0	0	0	\$5,946
Total	\$6,632	\$6,632	\$7,251	\$3,351	\$547	\$547	\$24,960

The final step of the ABC optimization tool is to subtract Table 15 from Table 14. The activities and customers which result in a positive value (greater than zero) are the activities and customers which should be investigated further using ABC so the cost drivers can be identified and a full ABC accounting system established. The result of subtracting Table 15 from Table 14 is shown below in Table 16.

Table 16. Example Output of ABC Optimization Tool.

ACTIVITY	CUSTOMER					
	A	B	C	D	E	F
Air Management Service						
Obtain and maintain Air permit	\$5502	\$5502	\$1629	0	0	0
CFC and Halon Management	0	0	\$2712	\$2205	0	0
Air Emission Inventory	\$3384	\$3384	\$1691	\$635	\$635	\$635
Air Emission Monitoring	\$1789	\$1789	\$1788	0	0	0

If the values in Table 16 had not all been positive then the above procedure would have to be iterated until only positive values remain in Table 16. The iterative process would be accomplished by noting which activities and customers resulted in a negative value in Table 16. Then the user would have to go back to Step Three (Table 8) and place a 0 for percentage of time spent in any cell (activity and customer intersections) where ever there had been a negative value in Table 16. The reason this needs to be accomplished is because the costs associated with ABC system software and set-up must only be divided amongst the activities that are finally chosen to track with ABC. If this procedure is not followed, then the cost of the ABC software and set-up will be spread across all the activities and customers in a similar manner to the way traditional accounting tracked overhead costs. An example of how to accomplish this iterative process is illustrated in Section 1, Finding 3 of Chapter IV.

IV. Results/Data Analysis

Overview

This section of the research effort reports the results of the data analysis from the ABC optimization tool that was summarized in Chapter III. The first section details the results for Cheyenne Mountain AFB. The second section details the results of the tool for Dyess AFB. The third section details the results for Wright-Patterson AFB.

Section 1. Results for Cheyenne Mountain

Using the 0.4 benefit ratio (\$0.40 benefit for every \$1.00 charged back to the customers) and 10% of time spent on the activity as the labor required for maintaining the ABC data, the tool was utilized for Cheyenne Mountain AFB (CMAFB). The personnel at the ENV organization were given a table with all activities listed in Figure 4 and asked to respond to whether the activities were performed and who the customers are for the activities performed. The other information required from CMAFB ENV personnel was how much non-labor direct costs was spent per identified activity and customer. This information was then entered into the ABC optimization tool and the output shown in Table 18 was obtained.

Finding 1. The personnel spend approximately 90% of their times on these activities for these customers as shown in Table 17 (there are 2 category B employees at CMAFB ENV).

Finding 2. Holding the benefit at 40% of the charged back dollar amount and the time required to collect ABC data at 10%, it was determined that every activity identified by

CMAFB ENV was beneficial to track to all customers of the associated activity via ABC.

As is shown in Table 18, all activities and customers have a positive value (greater than 0) resulting from benefit - cost, which means that the benefit to the organization is larger than the cost of ABC.

Table 17. Percentages of Employees Time Spent on Activities per Customer for CMAFB.

Employee Percentages per activity per customer	# Cat B employees = 2		wage (\$/hr) = 17				
* assume costs incurred at beginning of year							
Activities	CES	CS(COMM)	SPS	Med	SVS	CMOC	
Air Management							
1. Obtain and Maintain Air Permits	0.07	0	0	0	0	0	0.07
2. Air Emission Inventory	0.05	0	0	0	0	0	0.05
3. Air Emission (Monitoring, testing and sampling	0.018	0.002	0	0	0	0	0.02
4. Audits	0.02	0	0	0	0	0	0.02
5. Record-Keeping	0.081	0.009	0	0	0	0	0.09
Hazardous Material Management							
6. Purchase Hazardous Materials	0.056	0.007	0.0035	0.0021	0.0007	0.0007	0.07
7. Obtain and Maintain MSDS (hazcom)	0.027	0.0015	0.0006	0.0003	0.0003	0.0003	0.03
8. Oversee industrial hygiene audits	0.027	0.0009	0.0009	0.0006	0.0003	0.0003	0.03
9. Prepare Toxic Release Inventory	0.04	0	0	0	0	0	0.04
10. Prepare Emergency Planning and Community Right to Know Reports	0.02	0	0	0	0	0	0.02
11. Prepare Emergency Plan (SPCC)	0.016	0.002	0.001	0.0006	0.0002	0.0002	0.02
12. Prepare Tier One/Tier Two reports	0.04	0	0	0	0	0	0.04
13. Respond to spills	0.027	0.0015	0.0006	0.0003	0.0003	0.0003	0.03
14. Procurement of hazardous material facility (obtaining and maintaining permit)	0.019	0.0002	0.0002	0.0002	0.0002	0.0002	0.02
15. Labeling requirements	0.018	0.002	0	0	0	0	0.02
16. Purchase and maintain PPE	0.01	0	0	0	0	0	0.01
17. Purchase secondary containment equip	0.0092	0	0.0008	0	0	0	0.01
18. Perform audits	0.024	0.0015	0.0015	0.0015	0.0009	0.0006	0.03
Hazardous Waste Management							
19. Hazardous waste identification	0.035	0.005	0.005	0.0025	0.0015	0.001	0.05
20. RCRA reporting of waste activities	0.024	0.0024	0.0018	0.0012	0.0003	0.0003	0.03
21. Obtaining EPA hazardous waste generator number	0.018	0.001	0.0004	0.0002	0.0002	0.0002	0.02
22. Preparation of hazardous waste manifest	0.0665	0.0014	0.0014	0.0007	0	0	0.07
23. Preparation of wastes for transport	0.0384	0.0008	0.0004	0.0004	0	0	0.04
24. Paying hazardous waste transportation and disposal fees	0.1235	0.0026	0.0013	0.0013	0.0013	0	0.13
25. Procurement of hazardous waste storage containers	0.027	0.0015	0.0006	0.0003	0.0003	0.0003	0.03
26. Prepare SPCC Plan	0.0186	0.0006	0.0006	0.0002	0	0	0.02
27. Test and maintain hazardous waste equipment	0.04	0	0	0	0	0	0.04
28. Prepare Biennial 'Waste Activities' report	0.016	0.002	0.0014	0.0002	0.0002	0.0002	0.02
29. Preparation of closure and post-closure plans for TSDF	0.027	0.0015	0.0006	0.0003	0.0003	0.0003	0.03
30. Training accomplished for Hazardous Waste purposes other than SAP training	0.05	0	0	0	0	0	0.05
POL Management							
31. Prepare SPCC Plan	0.02	0	0	0	0	0	0.02
32. Obtain and Maintain POL Permits	0.07	0	0	0	0	0	0.07
33. Monitoring and Permitting of used oil collection/recycling areas	0.07	0	0	0	0	0	0.07
Wastewater Management							
34. Obtain and Maintain NPDES permit	0.063	0.0021	0.0021	0.0014	0.0007	0.0007	0.07
35. Paying wastewater treatment fees	0.038	0.0004	0.0004	0.0004	0.0004	0.0004	0.04
36. Obtain and Maintain Storm Water permit	0.0665	0.0007	0.0007	0.0007	0.0007	0.0007	0.07
Solid Waste Management							
37. Collection of solid wastes	0.1275	0.0135	0.003	0.003	0.0015	0.0015	0.15
38. Obtaining and Maintaining Landfill permits	0.072	0.004	0.0016	0.0008	0.0008	0.0008	0.08
OTHER							
39. Managing AST and UST	0.05	0	0	0	0	0	0.05
40. Performing ECAMP (to include pre-audit and post-audit activities)	0.027	0.0015	0.0006	0.0003	0.0003	0.0003	0.03
Total							1.80

The average amount of time spent by these two workers for these activities and customers is 0.90, or 90% ($1.80/2 = 0.90$)

Table 18. Result of ABC Optimization Tool CMAFB (benefit =0.4, %time spent for ABC data=0.1).

BENEFIT-COST	OUTPUT			for percentage of benefit =			0.4
* assume costs incurred at beginning of year				& % overall cost as recordkeeping =			0.1
Activities	CES	CS(COMM)	SPS	Med	SVS	CMOC	
Air Management							
1. Obtain and Maintain Air Permits	1816.14	0	0	0	0	0	
2. Air Emission Inventory	954.39	0	0	0	0	0	
3. Air Emission (Monitoring, testing and sampling	415.58	46.18	0	0	0	0	
4. Audits	461.76	0	0	0	0	0	
5. Record-Keeping	250.11	27.79	0	0	0	0	
Hazardous Material Management							
6. Purchase Hazardous Materials	3372.92	421.61	210.81	126.48	42.16	42.16	
7. Obtain and Maintain MSDS (hazcom)	407.37	22.63	9.05	4.53	4.53	4.53	
8. Oversee industrial hygiene audits	119.37	3.98	3.98	2.65	1.33	1.33	
9. Prepare Toxic Release Inventory	523.51	0	0	0	0	0	
10. Prepare Emergency Planning and Community Right to Know Reports	261.76	0	0	0	0	0	
11. Prepare Emergency Plan (SPCC)	209.4	26.18	13.09	7.85	2.62	2.62	
12. Prepare Tier One/Tier Two reports	523.51	0	0	0	0	0	
13. Respond to spills	803.37	44.63	17.85	8.93	8.93	8.93	
14. Procurement of hazardous material facility (obtaining and maintaining permit)	438.67	4.62	4.62	4.62	4.62	4.62	
15. Labeling requirements	91.58	10.18	0	0	0	0	
16. Purchase and maintain PPE	3590.88	0	0	0	0	0	
17. Purchase secondary containment equip	764.41	0	66.47	0	0	0	
18. Perform audits	1034.11	64.63	64.63	64.63	38.78	25.85	
Hazardous Waste Management							
19. Hazardous waste identification	248.07	35.44	35.44	17.72	10.63	7.09	
20. RCRA reporting of waste activities	554.11	55.41	41.56	27.71	6.93	6.93	
21. Obtaining EPA hazardous waste generator number	775.58	43.09	17.24	8.62	8.62	8.62	
22. Preparation of hazardous waste manifest	585.34	12.32	12.32	6.16	0	0	
23. Preparation of wastes for transport	502.57	10.47	5.24	5.24	0	0	
24. Paying hazardous waste transportation and disposal fees	6461.34	136.03	68.01	68.01	68.01	0	
25. Procurement of hazardous waste storage containers	1163.37	64.63	25.85	12.93	12.93	12.93	
26. Prepare SPCC Plan	429.43	13.85	13.85	4.62	0	0	
27. Test and maintain hazardous waste equipment	923.51	0	0	0	0	0	
28. Prepare Biennial 'Waste Activities' report	369.4	46.18	32.32	4.62	4.62	4.62	
29. Preparation of closure and post-closure plans for TSDF	83.37	4.63	1.85	0.93	0.93	0.93	
30. Training accomplished for Hazardous Waste purposes other than SAP training	554.39	0	0	0	0	0	
POL Management							
31. Prepare SPCC Plan	861.76	0	0	0	0	0	
32. Obtain and Maintain POL Permits	616.14	0	0	0	0	0	
33. Monitoring and Permitting of used oil collection/recycling areas	616.14	0	0	0	0	0	
Wastewater Management							
34. Obtain and Maintain NPDES permit	1274.53	42.48	42.48	28.32	14.16	14.16	
35. Paying wastewater treatment fees	877.34	9.24	9.24	9.24	9.24	9.24	
36. Obtain and Maintain Storm Water permit	585.34	6.16	6.16	6.16	6.16	6.16	
Solid Waste Management							
37. Collection of solid wastes	2093.69	221.68	49.26	49.26	24.63	24.63	
38. Obtaining and Maintaining Landfill permits	942.32	52.35	20.94	10.47	10.47	10.47	
OTHER							
39. Managing AST and UST	954.39	0	0	0	0	0	
40. Performing ECAMP (to include pre-audit and post-audit activities)	12683.37	704.63	281.85	140.93	140.93	140.93	

Refer to Appendix C, pages 102-104 for a complete description of how to obtain the values in Table 18 given the percentages in Table 17 and the non-labor costs associated with the ENV organizations. The values listed in Tables 18, 24, and 26 are the real dollar values. A value of 0.93 in these tables equals \$0.93.

Table 18 shows which activities should be charged to which customers on a benefit - cost basis. This however, is not the value charged to the customers, this is only the value of the benefit CMAFB will receive given a 0.4 benefit ratio (\$0.40 payback on money invested). The amount each customer should be charged is the sum of total labor costs and service contract costs. The funds that should be transferred from the ENV organization to the customer to give the customer the financial ability and responsibility to pay for the environmental activities listed in Table 18 is shown below for year 1: (for amount per activity per customer, see Appendix C)

<i>Activities</i>	<i>CES</i>	<i>CS(COMM)</i>	<i>SPS</i>	<i>Med</i>	<i>SVS</i>	<i>CMOC</i>
Sum to charge back per customer	169100	7130	3450	2064	13506	1090

Finding 3. Sensitivity Analysis on the Estimations. Because the values associated with the time required to track the ABC data and the benefit received from charging the money back to the customers are only estimates, a sensitivity analysis was conducted for these values. This sensitivity analysis consisted of setting one of the estimations (either benefit or % time required for ABC data maintenance) at a certain value and then the other estimation was either raised or lowered until a change occurred in the output of the ABC optimization tool. This change in the output is defined as the point when at least one of the values in the output (similar to Table 18) began to show a negative value. That is, the change is when the output values begin to show that the cost of tracking the data outweighs the benefit.

For CMAFB, the sensitivity analysis was conducted by first setting the % time required for ABC data maintenance at 5% and then lowering the benefit ratio from 0.40 until a value was reached where at least one negative value existed in the output. What was

determined was that the benefit ratio could be lowered until it was set at 0.26. If it was set any lower, then some of the activities and customers began to show negative results in the output. This type of analysis was conducted for a % time required for ABC data maintenance of 5%, 10%, 15%, 20%, 25%, 30%, 40%, and 50%. The results of this analysis are shown in Figure 5. The area above the line represents the region where any combination of benefit ratio and % time required for ABC data maintenance would result in it being financially beneficial to track all activities listed in Table 17. The area below the line represents the region where it may be beneficial to track some activities with ABC but only after iterations of the ABC optimization tool with the appropriate values for the estimations will the user know which activities and customers to track.

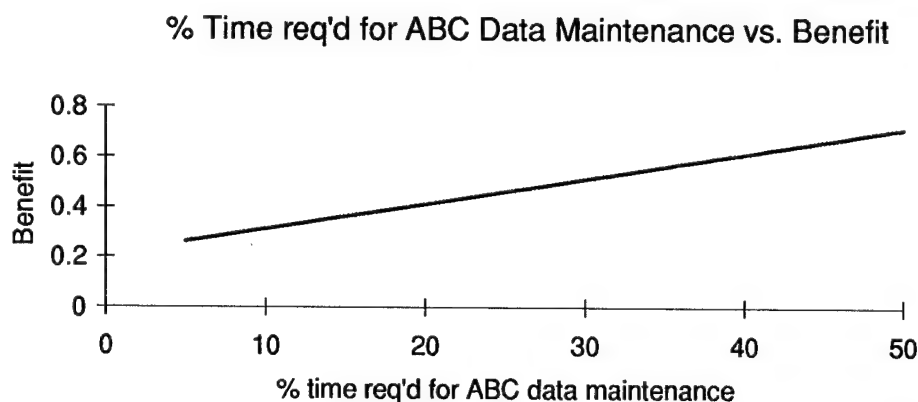


Figure 5. Sensitivity Analysis for ABC Optimization Tool Estimations

What Figure 5 does for CMAFB is that if the decision maker decides the estimations used for the purposes of this thesis are incorrect, then they can use this graph to see what will be required if new values are chosen. Analyzing Figure 5 based on the estimations established for this thesis, at a benefit of 0.4, the time spent maintaining ABC data can be as high as 19% (almost twice as high as estimated) and not change the outcome of tracing

all the activities. Also, at 10% time spent maintaining ABC data, the benefit can be as low as 0.31 (less than 25% drop) and not change the outcome. This shows that the sensitivity of the benefit estimation is almost twice that of the percent time required.

If CMAFB decided that the intersection of the two estimations fell below the line in Figure 5, then the ABC optimization tool would need to be iterated to determine which activities and customers cannot be tracked beneficially (which means until only positive values remain in the output). Such an analysis was conducted for CMAFB holding the % time required for ABC data maintenance at 10%. The results of this analysis are described in Table 19.

Table 19. Sensitivity Analysis for Benefit Estimation for Time 0*

When Benefit =	CMAFB can track all activities in Table 18 except:
0.31-1	can track all activities in Table 18
0.30	5) Recordkeeping and 29) Preparation of closure and post-closure plans for TSDF
0.29	same as above plus 8) Oversee Industrial Hygiene Audits
0.28	same as above plus 15) Labeling Requirements
0.26-0.27	same as above
0.25	same as above plus 19) Hazardous Waste Identification
0.24	same as above
0.23	cannot track any of the activities listed in Table 18

* all costs for year one are incurred at the beginning of the year, or at time = 0

As is shown in Table 19, as the benefit ratio is set at 0.29, the cost to track the activity using ABC begins to outweigh the benefits for the activity Oversee Industrial Hygiene Audits. This prompts the user to complete iterations by replacing the percentages listed in Table 17 for this activity with 0's for all customers and then the output once again analyzed to make sure no additional activities became negative as a result. In this

instance, no additional activities took on a negative value in the input and the benefit could be lowered until 0.28 before activity 15) Labeling Requirements resulted in a negative value. Once again, the user must replace the percentages in Table 17 for this activity with 0's and the output analyzed to make sure no additional activities have a negative value. This process was continued until the benefit was set at 0.23.

What occurred when the benefit was set at 0.23 is the reason the iterative process must be followed. At first, only activities 22, 32, 33, and 36 resulted in negative values in the output. After the percentages in Table 17 for these activities are replaced with 0's (which is in essence prior to Step Three of the ABC optimization tool process) then negative values resulted in the output for activity 30. Repeating this process results in the removal of first activities 9, 10, 11, 12, 23, and 38, which cause 7 and 37 to be removed and so on until there were no activities with a higher benefit than cost.

Thus, Table 19 shows that if the benefit is set at 0.23 and the time required to maintain ABC data remains at 10%, no activities identified by CMAFB should be tracked with ABC due to the fact that it is not financially beneficial. Similar analysis was conducted to determine the minimum value at which the benefit could be set as the time percentages required for ABC data maintenance were varied as shown in Table 20.

Table 20. Effects on Benefit by Changing Time Spent on ABC Data Maintenance.

When time spent maintaining ABC data =	Can track at least one activity listed in Table 18 until benefit is set below* (<i>using set benefit, cannot track these activities to any customer</i>):
5%	0.20 (5, 8, 15, 19, 29)
10%	0.24 (5, 8, 15, 19, 29)
15%	0.28 (5, 8, 15, 19, 29)
20%	0.31 (5, 8, 15, 19, 29)
25%	0.35 (5, 8, 15, 19, 29)
30%	0.38 (5, 8, 15, 19, 29)
35%	0.42 (5, 8, 15, 19, 29)
40%	0.45 (5, 8, 15, 19, 29)
50%	0.52 (5, 8, 15, 19, 29)

* any lower than listed benefit then cannot track any activities

A graphical representation of Table 4.20 is shown below in Figure 6. Figure 6 depicts the minimum the benefit can be set for different % time required for ABC data maintenance.

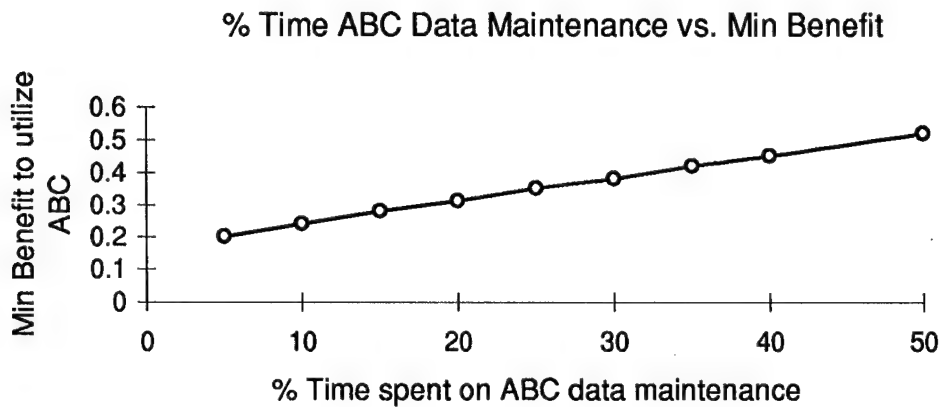


Figure 6. Graphical Representation of Table 20.

Figure 6 differs from Figure 5 in that Figure 5 represents the areas (above the line) where it is financially beneficial to track all the activities to every customer while Figure 6 represents the region where, if the values are set below the line, it is not financially beneficial to track any of the activities. Placing the figures together yields Figure 7. The region in-between the two lines represents the values where the ABC optimization tool will be useful to show which activities should be tracked to which customer. If the values for the estimations are set above the GO line, then all activities can be tracked because it is financially beneficial. If the values are set below the NO-GO line, then no activities can be tracked.

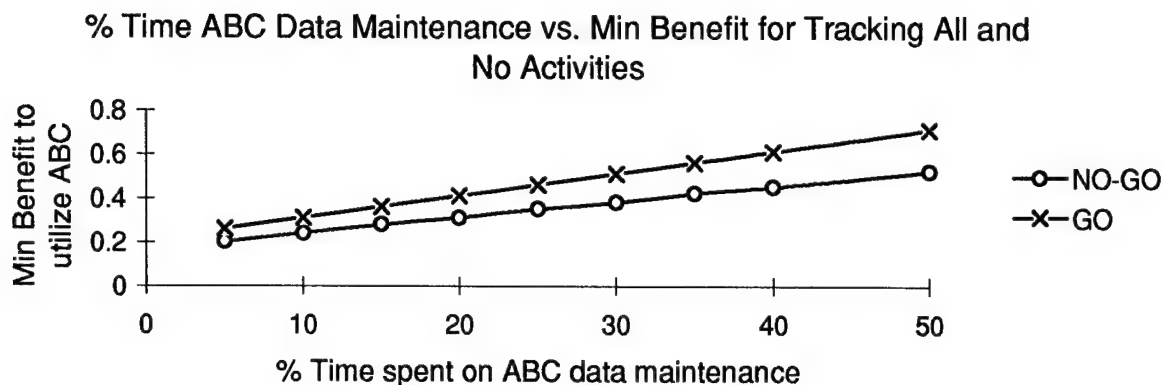


Figure 7. Graph of Regions for Tracking All, Some, and No Activities

Finding 4. Outyears. The analysis completed above was accomplished with the assumption that all costs and benefits are incurred only for the first year. If one were to assume the life of a software product such as the one used by ABC to be 3 years (typical life of current software), then the benefit received as a result of ABC could be determined for the subsequent years after implementation as well as the costs of record-keeping using an inflation rate of 2.5% and a discount rate of 6.3% recommended by the FY 1997 Revised Inflation Guidance. In addition to the software becoming outdated within three years, the data required by the ABC optimization tool will most certainly change significantly as well. Therefore, the assumption that the results from the ABC optimization tool will be good for two to three years is a conservative assumption.

For this thesis, it was assumed that all costs would be incurred at the beginning of the year. This means that at the beginning of Year 1 or Time = 0, the costs and benefits for the first 12 months of implementation are in today's dollars. All the costs and benefits for the second year are incurred at the beginning of Year 2 or Time = 1, and so on for Year 3. In order to accurately assess the costs and benefits in the future, equations 1 and 2 were

utilized. Equation 1 was used to determine the power of money in the future based on expected inflation, while Equation 2 was used to equate that future power of money to today's values (to account for the time value of money).

$$(1) \quad F = P (1 + i)^n$$

$$(2) \quad P = \frac{F}{(1+dr)^n}$$

Where F = the future value, P = the present value, n = the number of time periods (years), i = the inflation rate, and dr = the discount rate. If equations 1 and 2 are combined, the result is what was called the present value factor or PV factor in equation 3. This factor was then used to determine the outyear costs and benefits by simply multiply the PV factor and the costs and benefits at the beginning of Year 1 (Time = 0).

$$(3) \quad \text{PV Factor} = \frac{(1+i)^n}{(1+dr)^n}$$

Using i = 2.5% and dr = 6.3%, and n = 0, 1 and 2, the PV factors for the first year and the two outyears were determined as shown in Table 21.

Table 21. PV Factor for the Outyears

Year (Time from beginning, n)	inflation (i)	discount rate (dr)	PV factor
1 (0)	0.025	0.063	1
2 (1)	0.025	0.063	0.96425
3 (2)	0.025	0.063	0.92978

The results of completing the analysis for the different life spans of the software is shown below in Figure 8, Table 22 and Figure 9. It is important to note, the cost of the software was not depreciated over the life span of the software. Instead, all costs associated with the software were assumed to be incurred in the first year. Not depreciating the software maintains the conservative approach used throughout this thesis.

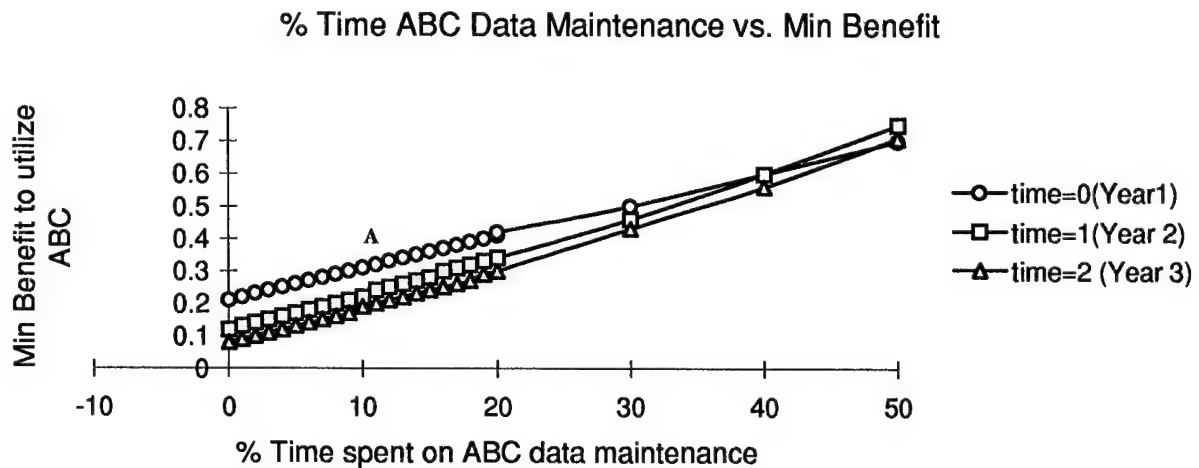


Figure 8. Graph of the "Go" Line Over Different Software Life Spans

Figure 8 is similar to Figure 5 in that the area below each line represents the area where the ABC optimization tool needs to be iterated in order to determine which activities in Table 18 cannot be tracked beneficially while above each line represents the area where all the activities in Table 18 can be tracked beneficially. For instance, if CMAFB determines the time required to maintain the required ABC data is 10%, while the benefit expected is \$0.40 per dollar charged back to the customer, and the life to be 2 years (time = 1), then, using Figure 8 they can determine that ABC is beneficial for all activities (A). If A was set below the Year 2 (time =1) line then the ABC optimization tool would need to be iterated to determine which activities to track with ABC.

Table 22 establishes the minimum benefits that must be accepted by CMAFB given the percentage of time spent maintaining ABC data. The minimum benefit that must be established for the first year of the ABC software (at 10% time required for ABC data maintenance) was 0.24 (Table 19). When the second and third years were analyzed, it was determined the benefit could be set as low as 0.20 and 0.18, respectively. This shows, that the minimum benefit that CMAFB must accept from ABC in order to beneficially track the activities and customers ABC data is 0.18, or \$0.18 per dollar (given a three year life span) or that the organization must save \$0.09 on the dollar and invest it in a pollution prevention project with a pay off of 3:1.

Table 22. Establishment of Minimum Benefit Given Software Life span

If life of software is:	Benefit can be as low as:	When time spent maintaining ABC data is (%):
2 years	0.15	5
	0.20	10
	0.26	15
	0.32	20
	0.39	25
	0.45	30
	0.52	35
	0.59	40
	0.74	50
3 years	0.10	5
	0.14	10
	0.18	15
	0.22	20
	0.26	25
	0.30	30
	0.34	35
	0.38	40
	0.48	50

Graphical representation of Table 22 for all three years of the software life span is shown in Figure 9.

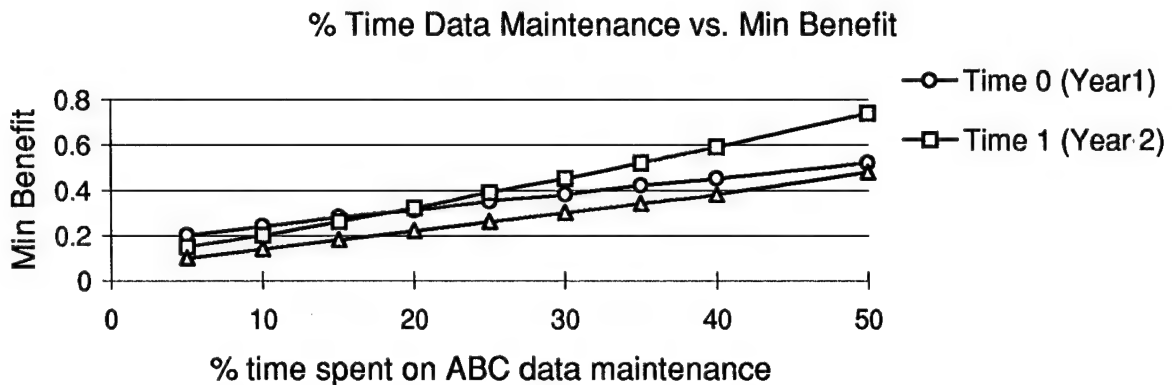


Figure 9. Graph of the "No-Go" Line Over Different Software Life Spans

Notice in Figure 9 that the lines intersect showing that an increased time for data maintenance requires more benefit in the second year than the first (at approximately 18%). The reason the lines intersect is because the amount actually received as benefit is incrementally reduced every year while the costs of ABC data maintenance (the only costs that are incurred in the outyears) are not reduced. When a customer is charged a certain amount for a specific activity, it was assumed that 20% will be saved initially. If a customer is given \$200 for a certain activity and saves 20% the first year then only \$160 will be given the second (and only \$128 the third). Thus, the benefit received from charging the customers for the activities gets incrementally smaller over the years while the costs to maintain the data does not decrease incrementally.

Interpreting the results in Table 22 and Figure 9, it is shown for CMAFB, that if the project is assumed to extend for three years, (or the life of the software and data is good for only three years) the benefit received as a result of tracking money back to the

customer per activity must be at least \$0.14 for every dollar charged back holding the % time required for ABC data maintenance at 10. If the benefit is set or perceived to be lower, then ABC cannot optimally be utilized given a time required for data maintenance of 10%. The figures and charts are provided for CMAFB to apply 'What if' scenarios such as 'what if the life span is 2 years, the benefit is only 0.20 and the time required will be at least 5%'

If CMAFB decides the value of the estimations to be below the line in Figure 8 but above the line in Figure 9, then the ABC optimization tool needs to be iterated to determine which activities should be tracked to which customers (or until only positive values remain in the output). Instead of attempting to graph the ranges for the outyears as was accomplished with graph in Figure 7 for the first year, a range of the estimations is given in Table 23. If the benefit ratio is set above the higher value in the range, then ABC is financially beneficial for all activities and if it is below the lower value in the range, then ABC is not financially beneficial for any activities. If it is set within the range, then using the ABC optimization tool will be required with the specific values set by the user.

Table 23 shows the sensitivity of ABC to changes in the benefit received. Depending on the year, a slight change in the benefit impacts the results from being beneficial to track all activities to each customer to not tracking any activities to any customers.

Table 23. Range of Values for Benefit Ratio, CMAFB

	Time required to maintain ABC data				
	10%	20%	30%	40%	50%
Time 0 (Year 1)	0.24-0.31	0.31-0.41	0.38-0.50	0.45-0.60	0.52-0.70
Time 1 (Year 2)	0.20-0.22	0.32-0.34	0.45-0.46	0.59-0.60	0.74-0.75
Time 2 (Year 3)	0.14-0.19	0.22-0.30	0.30-0.43	0.38-0.56	0.48-0.71

Section 2. Results for Dyess AFB (DAFB)

Using a similar approach to developing the results as listed for CMAFB, the results for DAFB were determined and are reported below for all three years. Results of the ABC optimization tool for DAFB are in Appendix C. The reason Appendix C contains the complete output for DAFB only is because DAFB had the most pay grade categories, thus this output is a representation of the most complex of the three ABC optimization tool outputs (CMAFB had one pay grade category and WPAFB had two).

Finding 1. Category B employees spend approximately 76% of their time for these activities and customers, while Category C employees and the Category D employee spend 65% and 80% of their time for these activities and customers (See Appendix C).

Finding 2. Holding the benefit at 40% of the charged back dollar amount and the time required to collect ABC data at 10%, it was determined that every activity identified by DAFB ENV was beneficial to track to all customers via ABC. As is shown in Table 24, subtracting the total cost from the total benefit yields a positive value for all activities and customers, which means that the benefit to the organization is larger than the cost of ABC (the result was the same when the life span of the software and data was extended over three years).

Table 24. Result of ABC Optimization Tool for DAFB (benefit =0.4, %time spent for ABC data=0.1).

Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS
Air Management									
1. Obtain and Maintain Air Permits	295.8	3.1	0	1866	1359	1	309.8	1	142.2
2. New Source Performance Rvw	7.2	1	0	631.4	471.2	1	119.1	1	1
3. CFC and Halon Management	14211.1	0	0	323.1	0	0	1715.8	0	0
4. Air Emission Inventory	1468.8	388.9	244.7	8555.5	1713.5	316.8	1353.2	72.1	574.5
5. Record-Keeping	155.6	85.9	80.8	634	237.4	82.9	226.1	2.1	55.3
Hazardous Material Management									
6. Prepare Toxic Release Inventory	70.6	0	0	0	0	105.4	0	0	0
7. Prepare Emergency Planning and Community Right to Know Reports	720.2	0	0	0	34.8	0	0	0	0
8. Prepare Emergency Plan (SPCC)	158.6	0	0	0	0	369.4	0	0	0
9. Respond to spills	643.5	391.3	391.3	866.7	866.7	475.4	866.7		253.2
10. Procurement of hazardous material facility	916.6	0	0	0	0	4190.4	0	0	0
11. Labeling requirements	34.8	0	0	0	0	105.4	0	34.8	0
12. Perform audits	88	88	88	88	88	176	88	88	88
Hazardous Waste Management									
13. Hazardous waste identification	7861.4	3888.2	3206.8	10385.8	7179	3888.2	5533.6	5533.6	7861.4
14. RCRA reporting of waste activities	746.1	92.5	92.5	324.5	324.5	232.7	208.5	116	464.7
15. Obtaining EPA hazardous waste generator number	148	129.5	129.5	158.3	129.5	129.5	129.5	129.5	99.7
16. Obtaining and Maintaining TSDF permits	2833.6	48.1	72.2	206.1	168.4	1680.9	168.4	720.7	129.7
17. Preparation of hazardous waste manifest	213.8	185	185	185	185	185	185	192.2	185
18. Paying hazardous waste transportation and disposal fees	11857	10276	11857	16284.4	10276	10276	10276	9801.6	10276
19. Procurement of hazardous waste storage containers	401.2	112.6	112.6	156.8	119.8	155.6	119.8	51.4	155.6
20. Oversee (training and inspections) hazardous waste SAP's	1273.3	216.4	111	481.3	448.4	216.4	332.4	317	590.8
21. Prepare SPCC Plan	1494.9	37	55.5	143.9	106.9	106.9	106.9	92.5	177.5
22. Prepare Biennial 'Waste Activities' report	634.5	37	55.5	143.9	106.9	106.9	106.9	92.5	106.9
23. Preparation of closure and post-closure plans for TSDF	1591.1	73.9	73.9	73.9	73.9	243	73.9	147.7	73.9
POL Management									
24. Prepare SPCC Plan	2024	7.2	7.2	29.8	4.1	879	1145	18.5	7.2
25. Monitoring Used Oil	7.2	7.2	4.1	37	4.1	1	9.3		4.1
Wastewater Management									
26. Obtain and Maintain NPDES permit	841.9	74	74	74	74	74	74	490.5	351.4
27. Prepare SPCC Plan	200.9	51.4	51.4	206.6	206.6	25.7	25.7	25.7	78.9
28. Obtain and Maintain Stormwater permit	739	739	369	1846	0	369	739	0	2585
Solid Waste Management									
29. Collection of Solid Wastes (Separating and storing recyclables, payment of disposal fees)	60642.4	13875.2	9379.2	18758.3	9379.2	9379.2	9379.2	4690.1	12376.2
30. Obtaining and Maintaining landfill permits (closure plans, monitoring, record-keeping, etc.)	176	0	0	0	0	0	0	0	0
OTHER									
31. Managing AST and UST (RCRA reporting, maintaining leak detection, monitoring corrosion control systems, etc.)	3939.8	957	0	957	0	2005.8	957	957	509.3
32. Performing ECAMP (to include pre-audit and post-audit activities)	2781.6	930.1	575	1201	1201	930.1	1201	605	5142.2

Values listed in Tables 18, 24 and 26 are the actual dollar values. A listed value in these tables of 0.93 equals a value of \$0.93.

The value each customer should be given to pay for the environmental activities listed in Table 24 is shown below year 1: (for amount per activity per customer, see Appendix C)

Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS
TOTAL	330331.6	88498.93	72757.93	179731.4	96631.71	104225.7	99388.11	66026.75	119720.8

Finding 3. Sensitivity Analysis on the Estimations. Knowing the values associated with the time required to track the ABC data and the benefit received from charging the money back to the customers are only estimates, a sensitivity analysis was again conducted for these values. The results are shown in Figure 10 for the life span of the software.

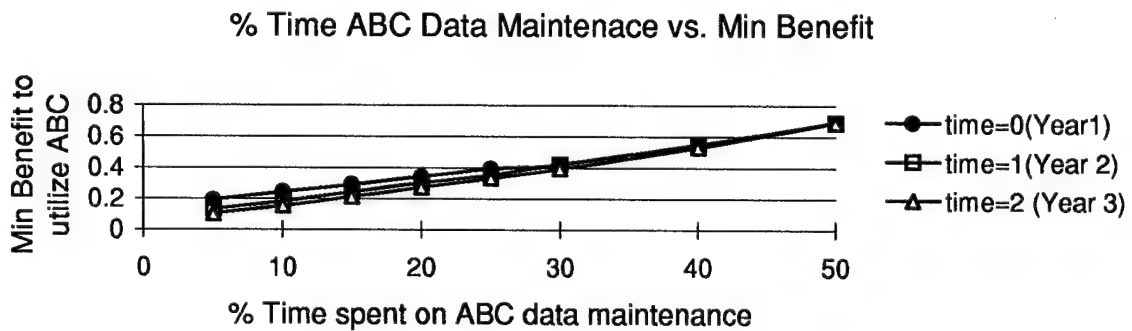


Figure 10. Graph of the "Go" Line Over Different Software Life Spans, DAFB

The area above each line represents the region where ABC can be used beneficially for all activities listed in Table 24 and the area below is where the ABC optimization tool needs to be iterated to determine which activities should be tracked with ABC. For Dyess AFB, setting the % time required for ABC data maintenance at 10%, the benefit can be as low as 0.24, 0.18 and 0.15 for the 3 different years, respectively. When the benefit is set at 0.40, the time required for ABC data maintenance can be as high as 27%, 28% and 31% for the 3 different years, respectively.

The minimum values DAFB can set the combination of the estimations is shown in

Figure 11.

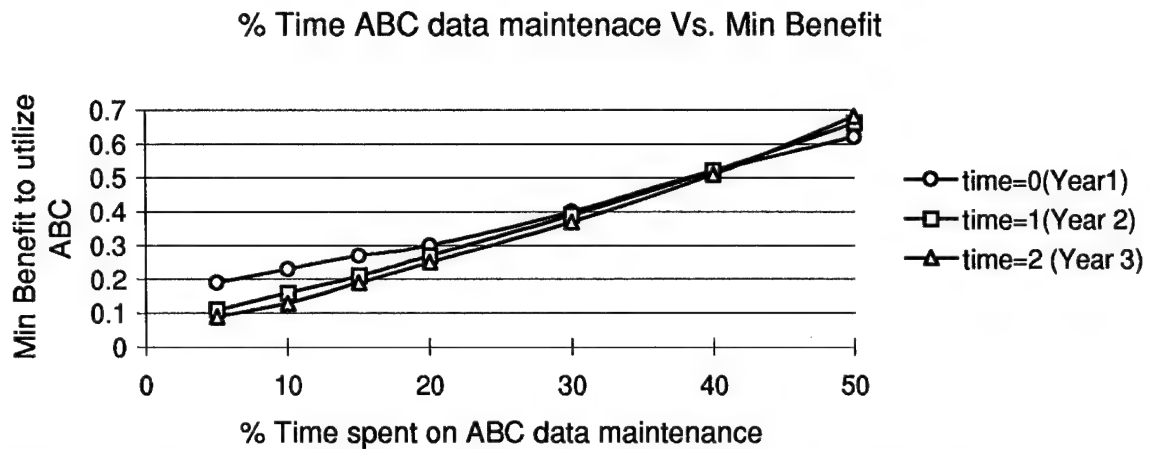


Figure 11. Graph of the “No-Go” Line Over Different Software Life Spans, DAFB

Thus, if DAFB determines the values for the estimations to be set below the appropriate line for the given year, then ABC should not be used because it would not be beneficial.

If DAFB decides the value of the estimations to be below the line in Figure 10 but above the line in Figure 11 for any given year, then the ABC optimization tool needs to be iterated to determine which activities should be tracked to which customers. The range between the two lines in Figures 10 and 11 are shown below in Table 25 for the three year life span.

Table 25. Range of Values for Benefit Ratio, DAFB

	Time required to maintain ABC data				
	10%	20%	30%	40%	50%
Time 0 (Year 1)	0.23-0.24	0.30-0.34	0.40-0.42	0.52-0.55	0.62-0.64
Time 1 (Year 2)	0.16-0.18	0.27-0.30	0.39-0.42	0.52-0.55	0.66-0.69
Time 2 (Year 3)	0.13-0.15	0.25-0.27	0.37-0.39	0.51-0.53	0.68-0.69

Section 3. Results for Wright-Patterson AFB.

Using the 0.4 payback ratio and 10% of time spent on the activity as the labor required for maintaining the ABC data, the tool was utilized for Wright-Patterson AFB (WPAFB). The information gathered from WPAFB personnel was entered into the ABC optimization tool and the results shown in Table 26 were obtained.

Finding 1. Category B employees spend approximately 58% of their time for these activities and customers, while Category C employees 94% of their time for these activities and customers.

Finding 2. Holding the benefit at 40% of the charged back dollar amount and the time required to collect ABC data at 10%, it was determined that every activity identified by WPAFB ENV was beneficial to track to all customers of the associated activity via ABC. As is shown in Table 26, all activities and customers have a positive value (greater than 0) resulting from benefit - cost, which means that the benefit to the organization is larger than the cost of ABC.

Table 26. Result of ABC Optimization Tool WPAFB (benefit =0.4, %time spent for ABC data=0.1).

ACTIVITIES	CE	Avionics	Flight Dynamics	Materials	Propulsion	Armstrong (Human Systems)	LOG	SPTG	445 Airlift Wing
Air Management									
1. Obtain and Maintain Air Permits	33913.61	0	0	0	3822.72	3822.72	3822.72	0	0
2. Air Emission Inventory	4808.01	4808.01	4808.01	4808.01	4808.01	4808.01	4808.01	4808.01	4808.01
3. Air Emission (Monitoring, testing and sampling)	62283.61	0	0	0	0	0	0	0	0
4. Record-Keeping	72.72	36.36	36.36	36.36	36.36	36.36	36.36	0	72.72
Hazardous Material Management									
5. Obtain and Maintain MSDS (hazcom)	57.36	0	0	0	0	0	0	0	0
6. Prepare Toxic Release Inventory	1147.22	344.16	344.16	344.16	344.16	344.16	458.89	344.16	573.61
7. Prepare Emergency Planning and Community Right to Know Reports	458.89	229.44	314.64	229.44	229.44	229.44	229.44	114.72	229.44
8. Prepare Emergency Plan (SPCC)	6108.74	0	0	1551.36	0	0	1118.24	1118.24	0
9. Respond to spills	9344.33	109.87	5716.55	6537.8	5606.68	3324.04	219.74	3324.04	1209.39
10. Purchase and maintain PPE	1829.44	0	0	0	0	0	0	0	0
11. Purchase secondary containment equip	1373.61	0	0	0	0	0	0	0	0
12. Perform audits	0	218.16	145.44	363.61	14.54	145.44	0	363.61	0
Hazardous Waste Management									
13. Hazardous waste identification	5183.54	1097.76	1097.76	4661.3	1907.97	1907.97	647.84	1295.69	2429.81
14. RCRA reporting of waste activities	109.12	0	0	327.36	54.36	54.36	0	0	54.36
15. Obtaining and Maintaining TSDF permits	72.72	0	0	72.72	36.36	36.36	0	0	36.36
16. Operating TSDF	1139.52	0	0	2278.64	569.56	569.56	0	0	569.56
17. Preparation of hazardous waste manifest	22.94	11.47	11.47	11.47	11.47	11.47	11.47	11.47	11.47
18. Preparation of wastes for transport	95.67	11.47	11.47	375.08	11.47	11.47	84.19	84.19	593.24
19. Paying hazardous waste transportation and disposal fees	16543.12	0	0	16543.12	82716.41	82716.41	0	0	548.81
20. Procurement of hazardous waste storage containers	290.89	0	0	0	0	0	72.72	72.72	145.44
21. Oversee (training and inspections) hazardous waste SAP's	436.33	0	0	581.77	109.08	109.08	0	363.61	399.97
22. Prepare Biennial 'Waste Activities' report	573.61	573.61	286.8	573.61	286.8	286.8	286.8	0	573.61
23. Preparation of closure and post-closure plans for TSDF	1720.82	229.44	229.44	1147.22	229.44	229.44	229.44	0	1720.82
24. Training accomplished for Hazardous Waste purposes other than SAP training	4286.64	436.94	436.94	2580.47	1508.91	1508.91	2143.12	2143.12	3215.08
POL Management									
25. Obtain and Maintain POL Permits	72.72	0	0	36.36	36.36	0	0	0	0
26. Monitoring and Permitting of used oil collection/recycling areas	803.05	114.72	114.72	114.72	114.72	114.72	114.72	114.72	114.72
Wastewater Management									
27. Obtain and Maintain NPDES permit	80181.8	0	0	0	0	0	0	0	0
28. Paying wastewater treatment fees	72.72	0	0	0	0	0	0	0	0
29. Obtain and Maintain Storm Water permit	30727.22	0	0	0	0	0	0	0	0
OTHER									
30. Managing AST and UST	10053.24	2010.81	2010.81	2010.81	10053.24	2010.81	2010.81	2010.81	2010.81
31. Performing ECAMP (to include pre-audit and post-audit activities)	1478.73	0	1395.29	3803.14	866.69	3274.54	2534.42	5068.83	2640.38

The values listed in Tables 18, 24, and 26 are the real dollar values. A value of 0.93 in these tables equals \$0.93.

The value each customer should be given to pay for the environmental activities listed in Table 26 is shown below for year 1: (for amount per activity per customer, see Appendix

C)

ACTIVITIES	CE	Avionics	Flight Dynamics	Materials	Propulsion	Armstrong (Human Systems)	LOG	SPTG	445 Airlift Wing
total =	716459	30904	49113	139173	294592	273456	54300	63150	69210

Finding 3. Sensitivity Analysis on the Estimations. Knowing the values associated with the time required to track the ABC data and the benefit received from charging the money back to the customers are only estimates, a sensitivity analysis was conducted for these values. The results are shown in Figure 4.31 for the life span of the software.

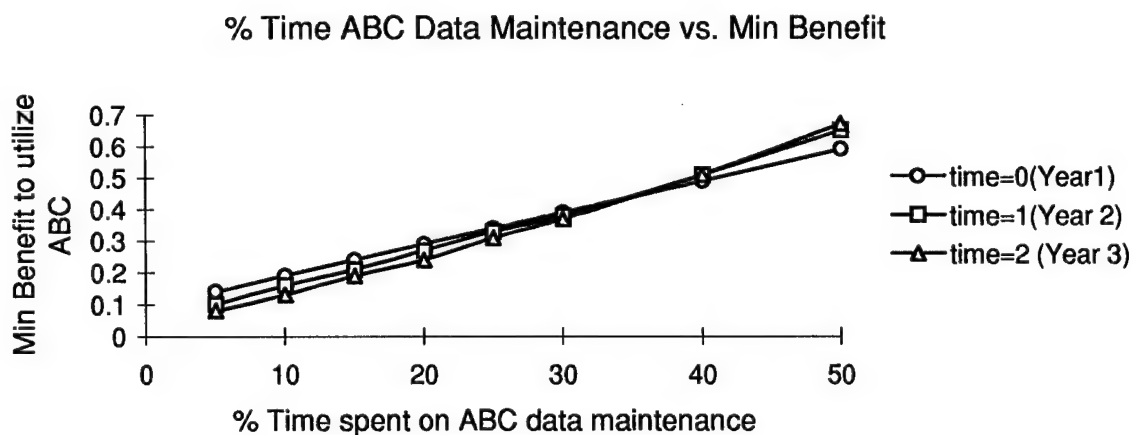


Figure 12. Graph of the "Go" Line Over Different Software Life Spans, WPAFB

The area above each line represents the region where ABC can be used beneficially for all activities listed in Table 26 and the area below is where the ABC optimization tool needs to iterated to determine which activities should be tracked with ABC. For WPAFB, setting the % time required for ABC data maintenance at 10%, the benefit ratio can be as low as 0.19, 0.16 and 0.13 for the 3 different years respectively. When the benefit ratio is

set at 0.40, the time required for ABC data maintenance can be as high as 27%, 28%, and 31% for the 3 different years respectively. The minimum values WPAFB can set the combination of the estimations is shown in Figure 13.

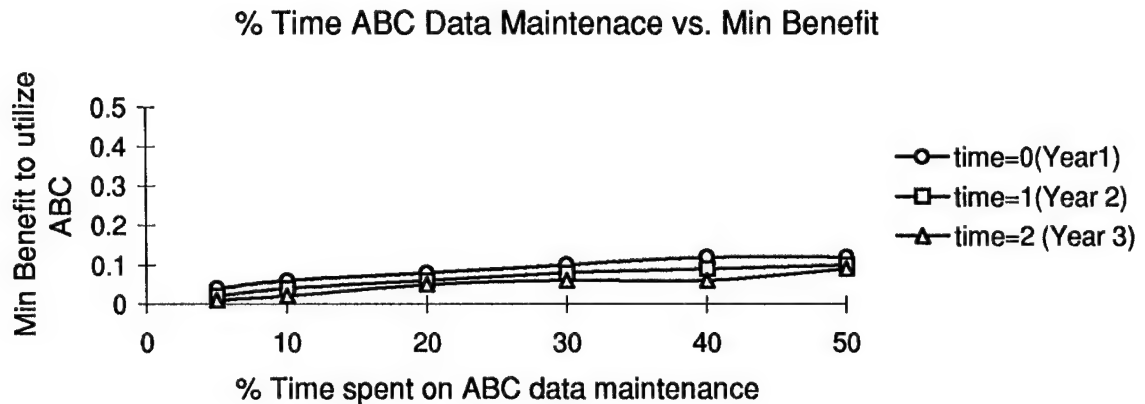


Figure 13. Graph of the “No-Go” Line Over Different Software Life Spans, WPAFB

Thus, if WPAFB determines the values for the estimations to be set below the appropriate line for the given year, then ABC should not be used because it would not be beneficial.

If WPAFB decides the value of the estimations to be below the line in Figure 12 but above the line in Figure 13, then the ABC optimization tool needs to be iterated to determine which activities should be tracked to which customers (or until only positive values remain in the output). The range between the two lines for any year in Figure 12 and 13 are shown below in Table 27 for the three year life span.

Table 27. Range of Values for Benefit Ratio, WPAFB.

	Time required to maintain ABC data				
	10%	20%	30%	40%	50%
Time 0 (Year 1)	0.06-0.19	0.08-0.29	0.10-0.39	0.12-0.49	0.12-0.59
Time 1 (Year 2)	0.04-0.16	0.06-0.27	0.08-0.38	0.09-0.51	0.10-0.65
Time 2 (Year 3)	0.02-0.13	0.05-0.24	0.06-0.37	0.06-0.51	0.09-0.67

The value for the benefit for WPAFB is much lower than for either CMAFB or DAFB.

The range is also greater for most all the percentages. Thus, if WPAFB chooses a value for the benefit that falls within these ranges, then the ABC optimization tool must be used to determine which activities should be traced to which customers (or which customers to charge for the given activity).

V. Conclusions and Recommendations

Overview

This chapter highlights the conclusions drawn by the researcher as a result of this thesis effort. The chapter also contains recommendations for follow on studies.

Conclusions

The problem stated in the first chapter of this research was to determine the environmental activities that should be charged back to the consumer of those activities. This was to be accomplished by the development of an Activity Based Costing optimization tool which analyzed the cost of maintaining the required ABC data and compared it to an expected benefit resulting from the consumers being given the means and responsibility to pay for those activities. It was concluded that a tool can be developed that shows an environmental organization the activities that it can track beneficially using activity based costing. This conclusion was drawn based on the results shown in Chapter IV of this thesis effort.

Other conclusions drawn as a result of this thesis effort were as follows:

1. The estimation for benefit ratio expected as a result of charging a customer for services rendered using ABC is the important variable to determining the number of activities that can be tracked.
2. The life span of the software and data has a dramatic effect on the how small the required benefit ratio can be and still track all the activities when the % time required for ABC data maintenance is kept low.
3. The formula used for estimating the division of non-labor costs does not allow for separating the costs by individual customers.

Benefit Ratio: The sensitivity analysis conducted in chapter IV showed that slight changes in the value of benefit expected to be received as a result of using ABC to make customers responsible for the costs of their actions greatly effects the output compared to changes in the time required for ABC data maintenance. For example, using the conservative estimate of 10% of the time devoted to any activity by an employee will be required for maintaining ABC data and a one year life span for the ABC software, the benefit ratio could be as low as 0.31 for CMAFB and all the activities could be tracked to each customer. At 0.23 benefit, no activities could be tracked beneficially. This means that if the CMAFB only thinks their organization will save \$0.10 on the dollar as a result of charging the activities back to the customers, then ABC can not be used beneficially given a one year life span of the ABC software (\$0.10 invested in a pollution prevention project with a 3:1 payback means that the benefit to the organization would be \$0.20 or 0.20 per dollar). However, if CMAFB thinks they could save just an additional \$0.02 on the dollar, or a total of \$0.12, then ABC could be used beneficially because the benefit would be \$0.24 on the dollar, or 0.24.

The sensitivity of this value increases (becomes tighter) as the outyears are analyzed. For instance, CMAFB must only accept a savings of \$0.10 on the dollar if the life span is assumed to be two years and \$0.07 if it is assumed to be three years. Once again, a drop of only 1% (or 1 penny on the dollar) in the amount expected to be saved and CMAFB cannot track any activities beneficially.

Life Span: The life span of the software and data has a dramatic effect on the how small the required benefit ratio can be and still track all the activities when the % time

required for ABC data maintenance is kept low. As shown in Tables 23, 25, and 27, when the life span of the software is considered to extend to two or three years, the benefit ratio can be from 15% to 30% lower than if the life span is only one year.

Formula used to separate service contract costs: As stated in the previous chapters, the organizations knew how much they spent on hazardous waste disposal, but not how much was the cause of a specific customer. Therefore, the researcher developed the formula explained in chapter III to divide the costs among the customers. The problem with using a formula is some of the non-labor costs may then be assigned to customers who did not cause those costs. Doing this is similar to spreading the overhead across product lines like with traditional cost accounting. Only if the information was tracked based on customers and activities could it be properly assigned.

Because this tool used a formula, the results may not be completely accurate. Whenever an activity became not beneficial to track as the benefit was lowered, it became not beneficial for all customers. Intuition says that this shouldn't be the case in all situations. The major customers of specific activities should have a beneficial result when tracking the ABC information to them while other customers should not. This conclusion does not negate any of the findings resulting from this research. It only shows that there is a real need for the data because of the potential benefits using ABC to charge back the cost of providing the service represents.

Recommendation for Future Research

Typically, before a company undertakes an expense, an attempt is made to determine what benefit will come from that expense. In the case of ABC, the expense is the software, training and data maintenance required to operate an ABC accounting system. Assuming the organization will only undertake the ABC effort if the benefit outweighs the cost, the organization using ABC must determine what benefit they expect. In lieu of attempting to determine what benefit to expect, this thesis developed a tool that will allow its users to see the minimum benefits that ABC must give in order to beneficially track the activities to the customers. However, the data required for this thesis was limited. In most cases, the data used in this thesis effort was a best estimate on the part of the employees of the organization.

Because the data used was estimated, the following information is offered as a recommendation for further research instead of a conclusion drawn from this thesis effort. When 10% was set as the time required for ABC data maintenance and the life of the software was set at 1 year, the minimum benefit required before the organizations could no longer beneficially track all activities was 0.31, 0.24 and 0.19 for CMAFB, DAFB, and WPAFB respectively. The differences in the minimum benefit could be attributable to the make-up and requirements of the three different organizations. Yet, the most significant reason why the benefit ratios vary may be because of the size of the dollar value of the amount charged back to each customer as a result of their consumption of the ENV activities (non-labor costs plus labor costs for the listed activities and customers) of the organizations. [CMAFB would charge just over \$196,000 while DAFB and WPAFB would charge over \$1.15 and \$1.6 million respectively for the activities and customers

listed.] If this is true, then it could be stated the benefit required in order to track all the listed activities accomplished by an organization to the customers is reduced as the size of the budgets of the organizations that use the ABC optimization tool are increased. Figure 14 shows a graphical representation of the budget size for these activities vs. the minimum the benefit ratio can be set and still track all the identified activities to the customers.

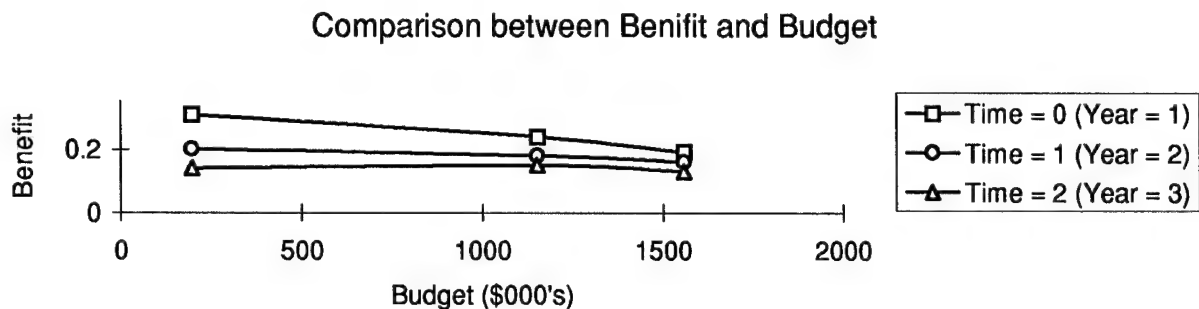


Figure 14. Total Amount to Charge Back vs. Minimum Benefit to Track All Activities

The researcher does not imply that the relationships are linear as only three points are plotted for any year. However, there does appear to be some type of relationship between the two variables. As it is, for approximately every \$200,000 increase in amount charged back to the customers and activities for the organizations, there is a 0.01 drop in required benefit for year one. The line for year three is almost straight across (no slope) which might mean the minimum benefit for a life span of three years is constant, or that the minimum benefit is the same regardless how large the sum charged back to a customer.

Thus, what is recommended for future research is for a researcher to survey several ENV organizations to determine common activities performed by all which constitute a

majority of the organizations activities and then collect the cost information available that fits the activities and input this information into an ABC optimization tool built for these organizations. Next, the sensitivity analysis would need to be performed to determine the minimum required benefits given different % times required for ABC data maintenance. Performing this type of analysis for several organizations would allow for more information to be gathered regarding the benefit ratio and budget sizes that could allow a correlation to be drawn between the two. Once such an analysis took place, a simplified tool or equation could be developed which would allow any organization similar to ENV organizations an easy reference for the minimum benefit they would need to receive from ABC in order to use it beneficially.

In addition, since this research effort only completed the first step of ABC by optimizing the number of activities the ABC system should utilize, future research could center on development of the cost drivers associated with the identified activities. This research could utilize one of the available techniques or a new technique could be developed.

Other areas of future research could be devoted to the determination of the actual activities performed at different installations. This thesis developed activities based on a literature search. The results were such that an average of 77% of the employees time was consumed by the activities as defined in Figure 4. Thus, it could be stated the activities listed in Figure 4 were defined at a level which is recognized by different organizations located in different states. This means that the activities as outlined in Figure 4 were ones which appear to be applicable to organizations in different states.

One could argue the significance of this statement from the reverse side saying that the activities are not defined at a level which is recognized by different organizations because an average of 23% of an employees time is not included. However, when one considers the additional activities placed on Department of Defense employees such as military formations (commander's calls), fund raising efforts, readiness inspections, historical preservation and natural/cultural resource management, etc., that consume an employees time, it can be seen that a 77% coverage of an employees time is relatively inclusive of the time a Department of Defense employee contributes to environmental activities.

Therefore, future research could be devoted to determining an activity list that could be developed for any ENV organization that encompasses more of what an organization accomplishes. One possible method of achieving this could be to survey several ENV organizations to determine the specific definitions of activities at each and then global definitions could be developed to be used for all installations.

The final area for recommended research focuses on the availability of data that was needed for this thesis. The specific data required for this thesis effort was limited at best. Each employee gave their best guess as to how much time was spent on each activity for each customer. Since records were not available to track the percentage of an employees time to certain activities and customers, the employees guesses were the best available information. This does not diminish the importance of the results of this thesis because the tool is only an estimation in itself as to the activities and customers that should be charged using ABC techniques. This recommendation was made only to show that there was and is real benefit in finding out better approximations to the real information before

undertaking a full scale ABC effort. The better the information into a model, the better the information out.

Summary

ABC has been shown as a better accounting system than the traditional accounting systems currently in use by many Air Force organizations. As the Air Force attempts to gain control of costs, it is important that accurate information is obtained concerning a product or service cost. ABC has been used by the commercial sector to a variety of different successes. The important point to remember is that all the information any organization could possibly need is probably obtainable. The problem is that collecting this information does not come cheap. Time must be taken to input the data required which consumes portions of the organizational resources. This thesis effort developed a tool that shows the user at what point increasing the complexity of an ABC system becomes non-beneficial. The information presented by this thesis aids in the development of ABC systems for nearly all types of organizations because it relates the costs of ABC to the benefits that must be attained in order for an organization to beneficially use ABC.

Appendix A. Activity Dictionary

Definitions:

Actions: This word is used throughout the dictionary. This word is intended to be used to cover a variety of verbs such as, reading appropriate literature, reviewing different aspects of the job (plans, drawings, reports, responses, calculations), attending/preparing meetings (for specific purposes such as for air permits, hazardous waste disposal concerns, cross-functional team concerns), filling out reports (any paperwork associated with the activity), filing of records/reports (any thing associated with the activity), attending training for the specific activity (if not mentioned as a separate activity) etc. If the worker accomplishes anything in the course of the day which can be directly related to an activity would be considered an action taken for that activity.

Air Emissions Management

This section includes activities that are accomplished to comply with regulations, responsibilities, and compliance requirements associated with air pollution emissions from stationary and mobile sources.

Activities associated with Air Management:

Obtain and maintain Permits: Includes the actions taken to obtain and maintain Title V permits, incinerator permits, engine test cells, etc. Any action taken to satisfy the requirements of obtaining or maintaining an air permit per applicable Federal law. Actions may include processing the air emission data, record-keeping, reporting and/or filing.

New Source Performance Review: Includes actions such as pre-construction review and permitting under the Clean Air Act taken to satisfy legal requirements (ensuring Best Available Control Technologies are used etc.)

CFC and Halon Management: Actions taken to prevent the release of CFC's into the atmosphere such as:

- Verifying all applicable laws are followed:
 - Labeling, Record-keeping, purchasing, disposal, recovery, etc..
- Verifying no class I or II ODC's are emitted.

Air Emissions Inventory: Actions taken to satisfy the requirements of completing an air emission inventory

Air Emissions Monitoring: The monitoring and record-keeping, report notification, testing, sampling, and other actions taken to ensure the emissions (fugitive, mobile stationary) of the installation do not violate any permits or laws

Audits: Actions taken to ensure the practices of the environmental organization take into consideration all applicable laws (other than ECAMP)

Hazardous Materials Management

This section includes activities accomplished to ensure the proper storage and handling of chemicals and the spill contingency and response requirements related to hazardous materials. This section does not address oil, pesticides, radioactive, or asbestos, they will be covered in latter sections.

A hazardous material is any substance which meets the definitions of a hazardous substance as defined by the Resource Conservation and Recovery Act. or 40 CFR 302.3.

Activities associated with the service Hazardous Materials Management

Purchasing hazardous materials: Includes the actions taken to procure the hazardous substance. Includes the actions required to pre-procurement and post-procurement actions (if any). Also includes the actions taken to receive and store the hazardous substance before its use.

Obtaining and maintaining Material Data Safety Sheets: Ensuring the workers who handle hazardous substances have access to a MSDS (ie, maintaining a hazardous communications program)

Oversee industrial hygiene audits: Actions taken to ensure the health of those handling hazardous substances is protected (monitor employee exposure to hazardous materials).

Prepare Toxic Release Inventory: Actions taken to satisfy legal requirement for completing and making public a TRI report.

Preparing Emergency Planning and Community Right-to-know reports: Reports written to satisfy the requirements of EPCRA

Prepare Emergency Plan: Actions taken to ensure the hazardous materials portion of a Spill Response Control and Countermeasures Plan is properly completed.

Prepare Tier one/Tier Two reports: Reports required by Federal law depending on the installations classification.

Responding to spills: Includes actions taken to ensure proper response (ensure training for hazmat contingencies is up-to-date) to a hazardous substance/waste spill. (to include interactions with fire department; reporting to local, regional and Federal regulators, if applicable).

Procurement of hazardous material facility: Includes actions taken to obtain and maintain permit for operating a hazardous material facility as well as actions taken to ensure proper operation of the facility.

Labeling requirements: Actions taken to ensure proper warning labels accompany a hazardous waste. Also, the actions taken to ensure proper labeling requirements are adhered to for the hazardous material facility as well as any containers used for transportation of the hazardous material, if applicable.

Purchase and maintain personal protection equipment: Actions taken to ensure proper PPE is purchased and maintained for those working with, or cleaning up, hazardous materials.

Purchase and maintain secondary equipment: Actions taken to ensure proper secondary containment is used when/where required.

Filing and record-keeping: Keeping records and reports required by law other than MSDS's such as spill reports.

Perform Audits: Audits of hazardous materials facility and other areas handling hazardous materials other than ECAMP.

Hazardous Waste Management

This section includes activities accomplished to ensure those that generate, store, transport, treat, or dispose of any type of hazardous waste follow all applicable laws and regulations. (Applicable laws - RCRA, FFCA, EO 12088 Federal Compliance with Pollution Standards). Conditionally exempt small quantity generators, small quantity generators, and generators are subject to different standards. In an attempt to make this activity dictionary as generic as possible, only those activities associated with generators are listed here. A generator is subject to the most stringent laws and therefore is the most applicable to the widest range of installations.

A waste is hazardous if it meets the requirements of RCRA for toxicity, radioactivity, ignitability, or corrosivity. This category also covers medical, pathological, and infectious wastes.

Activities associated with providing a Hazardous Waste service:

The following activities are associated with hazardous waste management for hazardous waste generators. The list encompasses activities which may or may not be accomplished at all installations. The activities performed at an installation for hazardous waste management are based on the installations hazardous waste generator classification. Although there are federal requirements, typically most installations must operate according to the operating permits which are granted by the states. However, due to the fact that the states must set their laws based on Federal law, the following activities were determined based on Federal requirements.

Hazardous waste identification: Actions taken to ensure substances of either known or unknown origin are identified as hazardous or not-hazardous.

RCRA reporting of identified waste activities: Actions taken to ensure the appropriate regulators are notified of any processes or procedures that result in hazardous waste being generated.

Obtaining EPA hazardous waste generator number: Actions taken to ensure the installation obtains and maintains a proper hazardous waste generator identification number.

Obtaining and maintaining treatment, storage, and disposal facility permits: Actions taken to ensure TSDF operations are legal (through permit application and maintenance). Includes completing original permit and subsequent paperwork as well as permit fees.

Procurement of treatment, storage, and disposal facility: Actions taken to ensure the operations conducted at and by the TSDF facility are in accordance with Federal regulations as well as in accordance with the TSDF permit. Ensuring the facility has proper security, communications, safety, fire and decontamination equipment per permit and law.

Preparing and maintaining hazardous waste manifest: Actions taken to track the hazardous waste manifests and then storing the completed manifest on-site for at least three years.

Preparing wastes for transport: Actions taken to ensure the wastes leaving the installation are properly prepared (label, overpacking, proper containers, etc.) for transportation.

Paying hazardous waste transportation and disposal fees: Actions taken to ensure the money to pay for hazardous waste transportation and disposal is available and then properly allocated.

Procurement of hazardous waste storage containers: Actions taken to ensure the proper containers are available for the storage of hazardous waste (i.e. procurement of 55 gallon metal or plastic drums). Involves the storage required for empty drums awaiting use.

Oversee hazardous waste satellite accumulation point management: Actions taken to ensure operations conducted at unpermitted areas which accumulate hazardous waste prior to it being placed in a permitted TSDF are properly conducted. Includes the training and spot inspections which may be accomplished.

Treatment of hazardous waste: Actions taken by an installation (on site) which are defined as treating hazardous waste by regulations/regulators.

Disposal of hazardous waste: Actions taken by an installation (on site) which are defined as the disposal of hazardous waste by regulations/regulators.

Preparing Spill Prevention Control and Countermeasures Plan (Contingency Plan or Spill Plan): Actions taken to complete the hazardous waste portion of a SPCC plan for the installation.

Test and maintain hazardous waste equipment: Actions taken to obtain equipment for the use in hazardous waste activities (can crusher, aerosol can puncture, etc.) and actions taken to maintain that equipment.

Prepare biennial 'Waste Activities' report: Actions taken to ensure the biennial 'waste activities' report is prepared and properly distributed/maintained.

Preparation of Closure and post-closure plans for treatment, storage and disposal facilities: Actions taken to prepare and maintain the closure and post-closure plans for the TSDF.

Training: Actions taken to either receive or administer training for the purposes of handling hazardous waste.

Petroleum, Oil, and Lubricant (POL) Management

This section includes activities performed to ensure the installation follows applicable laws and regulations affecting those that store, transport, dispose of, or utilize petroleum based fuels, oils or lubricants.

Activities associated with POL:

Preparing Spill Prevention Control and Countermeasures Plan (Contingency Plan or Spill Plan): Actions taken to complete the POL portion of a SPCC plan for the installation.

Obtaining and Maintaining POL permits: Actions taken to obtain and comply with applicable POL permits.

Monitoring Used Oil Collection/Recycling: Actions taken to ensure used oil collection/recycling is accomplished according applicable laws and regulations.

Solid Waste Management

This section includes activities performed to ensure the installation handles its' solid wastes according to applicable laws and regulations.

Activities associated with solid waste management:

Collection of solid wastes: Actions taken to ensure solid wastes are handled according to applicable laws governing the storage, collection, transfer, and disposal of solid wastes and recyclables.

Obtaining landfill permits: Actions taken to ensure permits are properly obtained, maintained and followed.

Wastewater/Drinking Water Management

This section includes activities performed to ensure compliance with regulations, responsibilities and compliance requirements associated with wastewater discharge and the clean water acts for public, community, and noncommunity drinking water systems. Compliance is usually ensured through activities performed to satisfy permit requirements. Such activities common to most wastewater and drinking water permits are monitoring/sampling, record-keeping, reports and concentrations of discharge constituents not exceeded.

Specific activities associated with wastewater and drinking water management:

Paying Wastewater treatment fees: Actions taken to ensure the installation does not violate any agreements with the local community.

Operating industrial waste water pretreatment plants: Actions taken to ensure the operations at such a facility comply with established guidelines and regulations.

Obtaining and maintaining applicable permits: Actions taken to ensure permits are obtained and followed according to the guidelines set forth in the permit. Examples of permits include:

- nonpoint sources
- wastewater
- certification requirements for laboratories analyzing samples
- wastewater treatment plant operator certification
- sludge disposal
- pretreatment standards
- discharges to sewage treatment facilities
- industrial wastewater
- septic tanks
- stormwater pollution prevention plan
- stormwater discharges
- NPDES

Maintaining drinking water standards: Actions taken to ensure the proper standards are adhered to for drinking water.

Other

Above and/or Underground Storage tank management: The process of ensuring that the above and below ground storage tanks are appropriately managed according to laws and regulations. To include inspections, emissions monitoring, leak detection, notifications, and record-keeping/documentation requirements (RCRA Subtitle I).

Preparing, performing, and follow-up actions for environmental compliance assessment and management program audits: Actions taken to ensure compliance with internal audits.

Performing activities associated with toxic substances (asbestos, PCBs): Actions taken to comply with applicable regulations, statutes, and laws concerning asbestos and PCB handling, detection, storage, and disposal.

Appendix B. Pay Grade Categories

This appendix contains the computations completed for the determination of the different pay grade categories described in Chapter III. Page 96 represents the computations for military members (Air Force, enlisted and officer). It was assumed the majority of personnel working in an ENV organization would have between 2 and 20 years of service. The Basic Military Compensation used included base pay, basic allowance for quarters, basic allowance for subsistence, the tax advantages given to military members and variable housing allowance (the Dayton, OH area equaled the average VHA given to military members for the three installations analyzed).

Page 97 represents the computations for DoD civilians. It was assumed those working on the activities listed in Figure 4 for an ENV organization were between GS-7 and GS-15 with between a one and ten step increase in salary. The percentage salary adjustments by geographic locality were 5.72, 6.34 and 6.23 for Dayton, Denver and Dallas respectively. The highest (Denver, or CMAFB) and lowest (Dayton, or WPAFB) adjustments were used to determine the average dollar amount per hour.

Military Pay

Rank	vha	wf	Basic Military Compensation (basic pay + BAQ + BAS + tax advantages)															18	20
			<2	>2	3	4	6	8	10	12	14	16							
E3	51	19411	20096	20620	21166														
E4	52	20654	24427	22274	23422	24055													
E5	40	22774	24117	24886	25601	26716	27455	28164	28823	29156									
E6	60	25639	27220	27977	28704	29348	30001	30750	31839	32530	33276	33640							
E7	90					32569	33299	34038	34783	35893	36623	37354	37711						
E8	88																		
E9	138																		
O1	61	27721	28528	33094															
O2	69	31956	34270	39805	40838	41490													
O3	99	37237	40528	42622	45999	47681	48998	51065	53101	54182									
O4	100	41211	47481	49803	49809	50496	52168	54947	57463	59730	62064	63597							
O5	71	47926	53814	56688	56757	56747	56751	58154	60824	64402	68684	72112	73963						

Rank	vha	wf	Total Military Pay															18	20
			<2	>2	3	4	6	8	10	12	14	16							
E3	19462	20147	20671	21217															
E4	20706	24479	22326	23474	24107														
E5	22814	24157	24926	25641	26756	27495	28204	28863	29196										
E6	25699	27280	28037	28764	29408	30061	30810	31899	32590	33336	33700								
E7					32659	33389	34128	34873	35983	36713	37444	37801							
E8																			
E9	27782	28589	33155																
O1	32025	34339	39874	40907	41559														
O2	37336	40627	42721	46098	47780	49097	51164	53200	54281										
O3	41311	45881	49903	49909	50596	52268	55047	57563	59830	62164	63697								
O4	47997	53885	56759	56828	56818	56822	58225	60895	64473	68755	72183	74034							

Rank	Total Military Pay															18	20
	<2	>2	3	4	6	8	10	12	14	16							
E3	19462	20147	20671	21217													
E4	20706	24479	22326	23474	24107												
E5	22814	24157	24926	25641	26756	27495	28204	28863	29196								
E6	25699	27280	28037	28764	29408	30061	30810	31899	32590	33336	33700						
E7					32659	33389	34128	34873	35983	36713	37444	37801					
E8																	
E9																	
O1	27782	28589	33155														
O2	32025	34339	39874	40907	41559												
O3	37336	40627	42721	46098	47780	49097	51164	53200	54281								
O4	41311	47581	49903	49909	50596	52268	55047	57563	59830	62164	63697						
O5	47997	53885	56759	56828	56818	56822	58225	60895	64473	68755	72183	74034					

Determine the Pay Grade Categories

Rank	CAT															HR AVG	
	14	O1	14	E3	10	A	E3, E4	11	B	E5-E8, O1, O2, GS7-GS17	17	C	E9, O3, O4, GS12	24	D	O5, GS13-GS15	34
GS7	14	O1	14	E3	10	A	E3, E4	11	B	E5-E8, O1, O2, GS7-GS17	17	C	E9, O3, O4, GS12	24	D	O5, GS13-GS15	34
GS8	15	O2	18	E4	11	B	E5-E8, O1, O2, GS7-GS17	17	C	E9, O3, O4, GS12	24	D	O5, GS13-GS15	34			
GS9	17	O3	23	E5	13	C	E9, O3, O4, GS12	24	D	O5, GS13-GS15	34						
GS10	20	O4	26	E6	15	D	O5, GS13-GS15	34									
GS11	21	O5	30	E7	17												
GS12	25			E8	20												
GS13	30			E9	22												
GS14	35																
GS15	41																

Civilian Pay

dayton	one	two	three	four	five	six	seven	eight	nine	ten
gs-7	25000	26000	27000	27500	28500	29000	30000	31000	32000	32500
gs-8	27700	28600	29500	30400	31400	32300	33200	34100	35000	36000
gs-9	30600	31600	32600	33600	34600	35600	36680	37700	38700	39700
gs-10	33700	34800	35900	37000	38100	39300	40400	41500	42600	43800
gs-11	37000	38200	39500	40700	41900	43100	44400	45600	46800	48100
gs-12	44300	45800	47300	48800	50200	51700	53200	54700	56100	57600
gs-13	52700	54500	56200	58000	59700	61500	63000	65000	66800	68500
gs-14	62300	64400	66400	68500	70600	72700	74700	76800	78900	80900
gs-15	73300	75700	78150	80600	83000	85500	87900	90360	92800	95243
yearly av weekly a' hourly	inc. for denver(highest) use									
28850	555	13.88		14.74			14			
31820	612	15.3		16.25			15			
35138	676	16.9		17.95			17			
38710	744	18.6		19.75			20			
42530	818	20.45		21.72			21			
50970	980	24.5		26.02			25			
59590	1146	28.65		30.43			30			
71620	1377	34.43		36.56			35			
84255	1620	40.5		43.01			41			

Appendix C

The first three pages of this appendix contain the information regarding the total dollar amount CMAFB, DAFB, and WPAFB should charge to each customer and for what activity as a result of using ABC beneficially. The remainder of the appendix is devoted to an example of how the values were determined for one customer and activity followed by a sample ABC optimization tool as built for DAFB.

For CMAFB (benefit ratio at 0.4, and % time required for ABC data maintenance at 10%):

Activities	CES	CS(COMM)	SPS	Med	SVS	CMOC	Total
Air Management							
1. Obtain and Maintain Air Permits	6380						6380
2. Air Emission Inventory	3700						3700
3. Air Emission (Monitoring, testing and sampling	1512	168					1680
4. Audits	1680						1680
5. Record-Keeping	2754	306					3060
Hazardous Material Management							
6. Purchase Hazardous Materials	9904	1238	619	371.4	123.8	123.8	12380
7. Obtain and Maintain MSDS (hazcom)	1728	96	38.4	19.2	19.2	19.2	1920
8. Oversee industrial hygiene audits	1008	33.6	33.6	22.4	11.2	11.2	1120
9. Prepare Toxic Release Inventory	2360						2360
10. Prepare Emergency Planning and Community Right to Know Reports	1180						1180
11. Prepare Emergency Plan (SPCC)	944	118	59	35.4	11.8	11.8	1180
12. Prepare Tier One/Tier Two reports	2360						2360
13. Respond to spills	2718	151	60.4	30.2	30.2	30.2	3020
14. Procurement of hazardous material facility (obtaining and maintaing permit)	1596	16.8	16.8	16.8	16.8	16.8	1680
15. Labeling requirements	702	78					780
16. Purchase and maintain PPE	9240						9240
17. Purchase secondary containment equip	2152.8		187.2				2340
18. Perform audits	3216	201	201	201	120.6	80.4	4020
Hazardous Waste Management							
19. Hazardous waste identification	1540	220	220	110	66	44	2200
20. RCRA reporting of waste activities	2016	201.6	151.2	100.8	25.2	25.2	2520
21. Obtaining EPA hazardous waste generator number	2412	134	53.6	26.8	26.8	26.8	2680
22. Preparation of hazardous waste manifest	3211	67.6	67.6	33.8			3380
23. Preparation of wastes for transport	2265.6	47.2	23.6	23.6			2360
24. Paying hazardous waste transporation and disposal fees	19399	408.4	204.2	204.2	204.2		20420
25. Procurement of hazardous waste storage containers	3618	201	80.4	40.2	40.2	40.2	4020
26. Prepare SPCC Plan	1562.4	50.4	50.4	16.8			1680
27. Test and maintain hazardous waste equipment	3360						3360
28. Prepare Biennial 'Waste Activities' report	1344	168	117.6	16.8	16.8	16.8	1680
29. Preparation of closure and post-closure plans for TSDF	918	51	20.4	10.2	10.2	10.2	1020
30. Training accomplished for Hazardous Waste purposes other than SAP training	2700						2700
POL Management							
31. Prepare SPCC Plan	2680						2680
32. Obtain and Maintain POL Permits	3380						3380
33. Monitoring and Permitting of used oil collection/recycling areas	3380						3380
Wastewater Management							
34. Obtain and Maintain NPDES permit	4842	161.4	161.4	107.6	53.8	53.8	5380
35. Paying wastewater treatment fees	3192	33.6	33.6	33.6	33.6	33.6	3360
36. Obtain and Maintain Storm Water permit	3211	33.8	33.8	33.8	33.8	33.8	3380
Solid Waste Management							
37. Collection of solid wastes	8585	909	202	202	101	101	10100
38. Obtaining and Maintaining Landfill permits	4248	236	94.4	47.2	47.2	47.2	4720
OTHER							
39. Managing AST and UST	3700						3700
40. Performing ECAMP (to include pre-audit and post-audit activities)	32418	1801	720.4	360.2	360.2	360.2	36020
Sum to charge back per customer	169116.8	7130.4	3450	2064	1352.6	1086.2	
Sum of \$'s to charge back (contract + labor) = 184200							

For DAFB (benefit ratio at 0.4, and % time required for ABC data maintenance at 10%):

Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS
Air Management									
1. Obtain and Maintain Air Permits	1156	14		7740	5620	7	1266	7	551
2. New Source Performance Rvw	34	7		2638	1954	3	497	3	3
3. CFC and Halon Management	35867			814			4339		
4. Air Emission Inventory	3786	1002	631	22043	4417	817	3491	185	1488
5. Record-Keeping	642	356	336	2610	978	346	927	10	214
Hazardous Material Management									
6. Prepare Toxic Release Inventory	272					408			
7. Prepare Emergency Planning and Community Right to Know Reports	2944				136				
8. Prepare Emergency Plan (SPCC)	612					1428			
9. Respond to spills	1777	1073	1073	2381	2381	1308	2381		704
10. Procurement of hazardous material facility	2602					11838			
11. Labeling requirements	136					408		136	
12. Perform audits	340	340	340	340	340	680	340	340	340
Hazardous Waste Management									
13. Hazardous waste identification	20537	10128	8327	27063	18736	10128	14432	14432	20537
14. RCRA reporting of waste activities	3017	425	425	1385	1385	969	905	480	1929
15. Obtaining EPA hazardous waste generator number	680	595	595	731	595	595	595	595	459
16. Obtaining and Maintaining TSDF permits	11008	198	297	850	692	6922	692	2967	534
17. Preparation of hazardous waste manifest	986	850	850	850	850	850	850	884	850
18. Paying hazardous waste transportation and disposal fees	29934	25943	29934	41110	25943	25943	25943	24746	25943
19. Procurement of hazardous waste storage containers	1641	519	519	723	553	689	553	238	689
20. Oversee (training and inspections) hazardous waste SAP's	5601	918	510	2031	1878	918	1398	1330	2456
21. Prepare SPCC Plan	6143	170	255	663	493	493	493	425	765
22. Prepare Biennial 'Waste Activities' report	2655	170	255	663	493	493	493	425	493
23. Preparation of closure and post-closure plans for TSDF	4425	201	201	201	201	670	201	401	201
POL Management									
24. Prepare SPCC Plan	8670	34	34	136	17	3400	5270	85	34
25. Monitoring Used Oil	34	34	17	170	17	7	44		
Wastewater Management									
26. Obtain and Maintain NPDES permit	2678	231	231	231	231	231	231	1561	1117
27. Prepare SPCC Plan	833	238	238	952	952	119	119	119	323
28. Obtain and Maintain Stormwater permit	3400	3400	1700	8500		1700	3400		11900
Solid Waste Management									
29. Collection of Solid Wastes (Separating and storing recyclables, payment of disposal fees)	157971	36270	24380	48761	24380	24380	24380	12190	32307
30. Obtaining and Maintaining landfill permits (closure plans, monitoring, record-keeping, etc.)	680								
OTHER									
31. Managing AST and UST (RCRA reporting, maintaining leak detection, monitoring corrosion control systems, etc.)	11469	2757		2757		5849	2757	2757	1513
32. Performing ECAMP (to include pre-audit and post-audit activities)	7802	2627	1610	3390	3390	2627	3390	1710	14354
Total =	330332	88500	72758	179733	96632	104226	99387	66026	119721
Sum of \$'s to charge back (contract + labor) = 1157315									

For WPAFB (benefit ratio at 0.4, and % time required for ABC data maintenance at 10%):

ACTIVITIES	CE	Avionics	Flight Dynamics	Materials	Propulsion	Armstrong (Human Systems)	LOG	SPTG	445 Airlift Wing	TOTAL
Air Management										
Obtain and Maintain Air Permits	85575				9715	9715	9715			114720
Air Emission Inventory	12811	12811	12811	12811	12811	12811	12811	12811	12811	115299
Air Emission (Monitoring, testing and sampling)	156500									156500
Record-Keeping	340	170	170	170	170	170	170		340	1700
Hazardous Material Management										
Obtain and Maintain MSDS (hazcom)	240									240
Prepare Toxic Release Inventory	4800	1440	1440	1440	1440	1440	1920	1440	2400	17760
Prepare Emergency Planning and Community Right to Know Reports	1920	960	1173	960	960	960	960	480	960	9333
Prepare Emergency Plan (SPCC)*	17362			4353			3182	3182		28079
Respond to spills*	25003	294	15296	17383	15002	8839	588	8839	3236	94430
Purchase and maintain PPE	4960									4960
Purchase secondary containment equip	4400									4400
Perform audits		1020	680	1700	68	680		1700		5848
Hazardous Waste Management										
Hazardous waste identification*	15490	3324	3324	13973	5745	5745	1936	3872	7261	60670
RCRA reporting of waste activities	431			1293	215	215			215	2369
Obtaining and Maintaining TSDF permits	340			340	170	170			170	1190
Operating TSDF*	3007			6013	1503	1503			1503	13529
Preparation of hazardous waste manifest	96	48	48	48	48	48	48	48	48	480
Preparation of wastes for transport	436	48	48	1748	48	48	388	388	2768	5920
Paying hazardous waste transportation and disposal fees	41516			41516	207582	207582			2163	500359
Procurement of hazardous waste storage containers*	1360						340	340	680	2720
Oversee (training and inspections) hazardous waste SAP's*	2040			2720	510	510		1700	1870	9350
Prepare Biennial 'Waste Activities' report	2400	2400	1200	2400	1200	1200	1200		2400	14400
Preparation of closure and post-closure plans for TSDF	7200	960	960	4800	960	960	960		7200	24000
Training accomplished for Hazardous Waste purposes other than SAP training*	11033	1131	1131	6648	3890	3890	5516	5516	8275	47030
POL Management										
Obtain and Maintain POL Permits	340			170	170					630
Monitoring and Permitting of used oil collection/recycling areas	3360	480	480	480	480	480	480	480	480	7200
Wastewater Management										
Obtain and Maintain NPDES permit	200850									200850
Paying wastewater treatment fees	340									340
Obtain and Maintain Storm Water permit	78400									78400
OTHER										
Managing AST and UST	29088	5818	5818	5818	29088	5818	5818	5818	5818	98902
Performing ECAMP (to include pre-audit and post-audit activities)*	4821	0	4534	12389	2817	10672	8268	16536	8612	68649
Total=	716459	30904	49113	139173	294592	273456	54300	63150	69210	1690357

Sum of \$'s to charge back (contract + labor) = 1690357

The rest of this appendix is devoted to detailing the ABC optimization tool for Dyess AFB. The following example coincides with the development of cost and benefit information for the activity 'Obtain and Maintain Air Permits' for customer CES.

As mentioned in Chapter IV, the following two equations were used to determine the future value of the cost and then related it back to present value for this analysis in the determination of costs in year 2 and year 3. To determine the future value:

$$F = P(1 + i)^n \quad (1)$$

and conversely, to determine the present value:

$$P = F / (1 + dr)^n \quad (2)$$

where: n = the number of years, $i = 2.5\%$ and $dr = 6.3\%$ as stated in Chapter IV.

1. The TOTAL percentage of time devoted by three pay grade categories per year for CES was: 0.002 for the 6 Cat B employees; 0.0 for the 2 Cat C employees; and 0.016 for the 1 Cat D employee (see pages 105 thru 110). The hourly labor rates per category were \$17, \$24, and \$34 for Cat B, C, and D respectively. 2000 hours were spent by the employees conducting business operations for the environmental organization per year. Thus, the amount of labor charges associated with this activity and customer was:

$$(0.002 * \$17/\text{hr} + 0.0 * \$24/\text{hr} + 0.016 * \$34/\text{hr}) * 2000 \text{ hrs/yr} = \$1156 \text{ for year 1}$$

(see pages 111 thru 116)

2. The ABC data maintenance cost were then 10% of this cost or \$115.60 for year 1. (see pages 117 thru 122)

3. The division of model costs were determined by first summing all costs associated with procuring and developing the software program for DAFB. This total was \$18702. The portion to be attributable to this customer and activity was determined by using the formula based on time spent per activity. Besides the given percentages of time devoted to the activity and customers, the information required for this calculation is the total amount of time spent by the employees for all the activities and all the customers. For Cat B employees, this figure was 4.5445, Cat C employees it was 1.3 and for the Cat D employee it was 0.8. The division of model costs was then be determined for this activity and customer as follows:

$18702 * (0.002 + 0.0 + 0.016) / (4.5445 + 1.3 + 0.80) = \51 (This cost was only incurred in the first year.) (see pages 123 thru 124).

4. The total cost of due to labor was then calculated by summing the software costs and the labor costs: $\$51 + \$115.6 = \$166.60$ for year 1. (in year 2, the total cost would be the cost in year 1 + the cost of labor for year 2 in present value terms; year three the total cost would be the sum of year 1 + the cost of labor for year 2 in present value terms + the cost of labor for year 3 in present value terms). (see pages 125 thru 130).

5. The division of service contract and other direct costs was determined based on the amount of money spent for the activity and the percentage of time devoted to the activity per customer and the total percentage of time spent on the *activity* by all employees as follows:

$[(0.002 + 0.0 + 0.016) / (0.02 + 0.27 + 0.04)] * 0 = 0$ (0 is the value DAFB spends directly for obtaining and maintaining air permits. It is 0 because DAFB has no air permits, yet they must perform activities such as filing for standard exemptions instead of air permits, which is why there is time devoted to this activity by the employees). (see pages 131 thru 132)

6. The total amount to charge back to each customer is the sum of the labor charges (part 1) and the service contract and other direct costs (part 5). This equaled:

$\$1156$ (labor) + $\$0$ (service contract costs) = $\$1156$ total to be charged back to CES for 'Obtaining and Maintaining Air permits.' This is the value for year 1. In subsequent years, the value to charge back will decrease by 80% because CES is assumed to have saved 20% and will only require 80% in year two to pay for this activity. The same procedure is followed for year 3. (see pages 133 thru 138)

7. The benefit of charging this cost back, as stated in Chapter III, was 0.40 per dollar charged back. Thus, the benefit as a result of using ABC to make CES aware of the consumption of the ENV resources associated with this activity was: $0.4 * \$1156 = \462.40 for year 1. (see pages 139 thru 144).

8. The end result, subtracting the cost from the benefit yields: $\$462.40 - \$166.60 = \$295.80$ and it is beneficial to track this activity using ABC for year 1. (see pages 145 thru 150)

TIME MATRIX RESULTS FOR										For wage grade category B					total # of employees for this category					6
Dyess AFB										Customer										
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS											TOTAL
Air Management																				
Obtain and Maintain Air Permits	0.002	0.0004	0	0.014	0.002	0.0002	0.001	0.0002	0.0002											0.02
New Source Performance Rvw	0.001	0.0002	0	0.007	0.001	0.0001	0.0005	0.0001	0.0001											0.01
CFC and Halon Management	0.0095	0	0	0.0004	0	0	0.0001	0	0											0.01
Air Emission Inventory	0.003	0.0006	0	0.021	0.003	0.0003	0.0015	0.0003	0.0003											0.03
Record-Keeping	0.003	0.0006	0	0.021	0.003	0.0003	0.0015	0.0003	0.0003											0.03
Hazardous Material Management																				
Prepare Toxic Release Inventory	0	0	0	0	0	0	0	0	0											0
Prepare Emergency Planning and Community Right to Know Reports	0	0	0	0	0	0	0	0	0											0
Prepare Emergency Plan (SPCC)	0	0	0	0	0	0	0	0	0											0
Respond to spills	0	0	0	0	0	0	0	0	0											0
Procurement of hazardous material facility	0	0	0	0	0	0	0	0	0											0
Labeling requirements	0	0	0	0	0	0	0	0	0											0
Perform audits	0	0	0	0	0	0	0	0	0											0
Hazardous Waste Management																				
Hazardous waste identification	0.02	0.02	0.02	0.04	0.02	0.02	0.02	0.02	0.02											0.2
RCRA reporting of waste activities	0.0125	0.0125	0.0125	0.0125	0.0125	0.0125	0.0125	0.0125	0.0125											0.1
Obtaining EPA hazardous waste generator number	0.02	0.0175	0.0175	0.0215	0.0175	0.0175	0.0175	0.0175	0.0175											0.16
Obtaining and Maintaining TSDF permits	0.0075	0.005	0.005	0.0075	0.0175	0.0175	0.0175	0.0175	0.0135											0.34
Preparation of hazardous waste manifest	0.029	0.025	0.025	0.025	0.025	0.025	0.025	0.026	0.025											0.23
Paying hazardous waste transportation and disposal fees	0.01875	0.01625	0.01625	0.01875	0.02575	0.01625	0.01625	0.0155	0.01625											0.16
Procurement of hazardous waste storage containers	0.01625	0.01525	0.01525	0.01525	0.01625	0.01625	0.01625	0.007	0.01625											0.14
Oversee (training and inspections) hazardous waste SAP's	0.1125	0.015	0.015	0.015	0.0195	0.015	0.015	0.013	0.02											0.24
Prepare SPCC Plan	0.0075	0.005	0.005	0.0075	0.0195	0.0145	0.0145	0.0125	0.0145											0.11
Prepare Biennial 'Waste Activities' report	0.0075	0.005	0.005	0.0075	0.0195	0.0145	0.0145	0.0125	0.0145											0.11
Preparation of closure and post-closure plans for TSDF	0.001	0.001	0.001	0.001	0.001	0.001	0.001	0.002	0.001											0.01
POL Management																				
Prepare SPCC Plan	0.155	0.001	0.001	0.001	0.004	0.0005	0.0005	0.0025	0.001											0.32
Monitoring Used Oil	0.001	0.001	0.0005	0.0005	0.005	0.0005	0.0013	0	0.0005											0.01

TIME MATRIX RESULTS FOR										total # of employees for this category										2
Dyess AFB																				
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL										
Air Management																				
Obtain and Maintain Air Permits	0	0	0	0	0.14	0.11	0	0.02	0	0	0.27									
New Source Performance Rvw	0	0	0	0	0.05	0.04	0	0.01	0	0	0.1									
CFC and Halon Management	0	0	0	0	0	0	0	0	0	0	0									
Air Emission Inventory	0.001	0.001	0.001	0.001	0.002	0.002	0.001	0.002	0	0	0.01									
Record-Keeping	0.007	0.007	0.007	0.007	0.014	0.014	0.007	0.014	0	0	0.07									
Hazardous Material Management																				
Prepare Toxic Release Inventory	0	0	0	0	0	0	0	0	0	0	0									
Prepare Emergency Planning and Community Right to Know Reports	0.05	0	0	0	0	0	0	0	0	0	0.05									
Prepare Emergency Plan (SPCC)	0	0	0	0	0	0	0	0	0	0	0									
Respond to spills	0.005	0.005	0.005	0.005	0.01	0.01	0.005	0.01	0	0	0.05									
Procurement of hazardous material facility	0.005	0	0	0	0	0	0.045	0	0	0	0.05									
Labeling requirements	0	0	0	0	0	0	0	0	0	0	0									
Perform audits	0	0	0	0	0	0	0	0	0	0	0									
Hazardous Waste Management																				
Hazardous waste identification	0.02	0	0	0	0.02	0.02	0	0.01	0.01	0.02	0.1									
RCRA reporting of waste activities	0.02	0	0	0	0.02	0.02	0	0.01	0.01	0.02	0.1									
Obtaining EPA hazardous waste generator number	0	0	0	0	0	0	0	0	0	0	0									
Obtaining and Maintaining TSDF permits	0.2	0	0	0	0	0	0	0	0	0	0.2									
Preparation of hazardous waste manifest	0	0	0	0	0	0	0	0	0	0	0									
Paying hazardous waste transportation and disposal fees	0	0	0	0	0	0	0	0	0	0	0									
Procurement of hazardous waste storage containers	0	0	0	0	0	0	0	0	0	0	0									
Oversee (training and inspections) hazardous waste SAP's	0.02	0	0	0	0.02	0.02	0	0.01	0.01	0.02	0.1									
Prepare SPCC Plan	0.1	0	0	0	0	0	0	0	0	0	0.1									
Prepare Biennial 'Waste Activities' report	0.05	0	0	0	0	0	0	0	0	0	0.05									
Preparation of closure and post-closure plans for TSDF	0	0	0	0	0	0	0	0	0	0	0									
POL Management																				
Prepare SPCC Plan	0	0	0	0	0	0	0	0	0	0	0									
Monitoring Used Oil	0	0	0	0	0	0	0	0	0	0	0									

TIME MATRIX RESULTS FOR				Customer				For wage grade category D				total # of employees for this category			
Dyess AFB															
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL					
Air Management															
Obtain and Maintain Air Permits	0.016	0	0	0.008	0.004	0	0.004	0	0.008	0.04					
New Source Performance Rvw	0	0	0	0	0	0	0	0	0	0					
CFC and Halon Management	0.008	0	0	0	0	0	0.002	0	0	0.01					
Air Emission Inventory	0.002	0	0	0.012	0.002	0	0.002	0	0.002	0.02					
Record-Keeping	0.003	0	0	0.018	0.003	0	0.003	0	0.003	0.03					
Hazardous Material Management															
Prepare Toxic Release Inventory	0.004	0	0	0	0	0.006	0	0	0	0.01					
Prepare Emergency Planning and Community Right to Know Reports	0.008	0	0	0	0.002	0	0	0	0	0.01					
Prepare Emergency Plan (SPCC)	0.009	0	0	0	0	0.021	0	0	0	0.03					
Respond to spills	0.003	0	0	0.001	0.001	0.001	0.001	0	0.003	0.01					
Procurement of hazardous material facility	0.009	0	0	0	0	0.021	0	0	0	0.03					
Labeling requirements	0.002	0	0	0	0	0.006	0	0.002	0	0.01					
Perform audits	0.005	0.005	0.005	0.005	0.005	0.01	0.005	0.005	0.005	0.05					
Hazardous Waste Management															
Hazardous waste identification	0.008	0.004	0	0.004	0.004	0.004	0.004	0.004	0.008	0.04					
RCRA reporting of waste activities	0.024	0	0	0	0	0.008	0	0	0.008	0.04					
Obtaining EPA hazardous waste generator number	0	0	0	0	0	0	0	0	0	0					
Obtaining and Maintaining TSDF permits	0	0	0	0	0	0	0	0	0	0					
Preparation of hazardous waste manifest	0	0	0	0	0	0	0	0	0	0					
Paying hazardous waste transportation and disposal fees	0	0	0	0	0	0	0	0	0	0					
Procurement of hazardous waste storage containers	0.016	0	0	0	0	0.002	0	0	0.002	0.02					
Oversee (training and inspections) hazardous waste SAP's	0.012	0.006	0	0.006	0.006	0.006	0.006	0.006	0.012	0.06					
Prepare SPCC Plan	0.016	0	0	0	0	0	0	0	0.004	0.02					
Prepare Biennial 'Waste Activities' report	0	0	0	0	0	0	0	0	0	0					
Preparation of closure and post-closure plans for TSDF	0.018	0	0	0	0	0.002	0	0	0	0.02					
POL Management															
Prepare SPCC Plan	0.05	0	0	0	0	0.05	0	0	0	0.1					
Monitoring Used Oil	0	0	0	0	0	0	0	0	0	0					

Labor Charges		# of hrs/wk	40	Cat B \$/hr=		17	Cat D \$/hr=		34	total hrs/yr worked =		2000
Dyess AFB		# wks/yr	50	Cat C \$/hr=		24	Cat D \$/hr=		34	total hrs/yr worked =		2000
Activities		CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL	
Air Management												
Obtain and Maintain Air Permits		1156	13.6	0	0	7740	5620	6.8	1266	6.8	550.8	16360
New Source Performance Rvw		34	6.8	0	0	2638	1954	3.4	497	3.4	3.4	5140
CFC and Halon Management		867	0	0	0	13.6	0	0	139.4	0	0	1020
Air Emission Inventory		286	68.4	48	1626	334	58.2	283	10.2	146.2	2860	
Record-Keeping		642	356.4	336	2610	978	346.2	927	10.2	214.2	6420	
Hazardous Material Management												
Prepare Toxic Release Inventory		272	0	0	0	0	408	0	0	0	0	680
Prepare Emergency Planning and Community Right to Know Reports		2944	0	0	0	0	136	0	0	0	0	3080
Prepare Emergency Plan (SPCC)		612	0	0	0	0	1428	0	0	0	0	2040
Respond to spills		444	240	240	548	548	548	308	548	0	204	3080
Procurement of hazardous material facility		852	0	0	0	0	0	3588	0	0	0	4440
Labeling requirements		136	0	0	0	0	0	408	0	136	0	680
Perform audits		340	340	340	340	340	340	680	340	340	340	3400
Hazardous Waste Management												
Hazardous waste identification		2184	952	680	2592	1912	952	1432	1432	1432	2184	14320
RCRA reporting of waste activities		3017	425	425	1385	1385	969	905	480	480	1929	10920
Obtaining EPA hazardous waste generator number		680	595	595	731	595	595	595	595	595	459	5440
Obtaining and Maintaining TSDF permits		9855	170	255	731	595	595	5950	595	2550	459	21160
Preparation of hazardous waste manifest		986	850	850	850	850	850	850	850	884	850	7820
Paying hazardous waste transportation and disposal fees		637.5	552.5	637.5	875.5	552.5	552.5	552.5	552.5	527	552.5	5440
Procurement of hazardous waste storage containers		1640.5	518.5	518.5	722.5	552.5	688.5	552.5	552.5	238	688.5	6120
Oversee (training and inspections) hazardous waste SAP's		5601	918	510	2031	1878	918	1398	1330	2456	17040	
Prepare SPCC Plan		6143	170	255	663	493	493	493	425	425	765	9900
Prepare Biennial 'Waste Activities' report		2655	170	255	663	493	493	493	425	425	493	6140
Preparation of closure and post-closure plans for TSDF		1258	34	34	34	34	170	34	68	34	1700	
POL Management												
Prepare SPCC Plan		8670	34	34	136	17	3400	5270	85	34	17680	
Monitoring Used Oil		34	34	17	170	17	6.8	44.2	0	17	340	

ABC data maintenance Costs												% of time spent on activity =				0.1			
Dyess AFB																			
Activities																			
Air Management																			
Obtain and Maintain Air Permits																			
New Source Performance Rvw																			
CFC and Halon Management																			
Air Emission Inventory																			
Record-Keeping																			
Hazardous Material Management																			
Prepare Toxic Release Inventory																			
Prepare Emergency Planning and Community Right to Know Reports																			
Prepare Emergency Plan (SPCC)																			
Respond to spills																			
Procurement of hazardous material facility																			
Labeling requirements																			
Perform audits																			
Hazardous Waste Management																			
Hazardous waste identification																			
RCRA reporting of waste activities																			
Obtaining EPA hazardous waste generator number																			
Obtaining and Maintaining TSDF permits																			
Preparation of hazardous waste manifest																			
Paying hazardous waste transportation and disposal fees																			
Procurement of hazardous waste storage containers																			
Oversee (training and inspections) hazardous waste SAP's																			
Prepare SPCC Plan																			
Prepare Biennial 'Waste Activities' report																			
Preparation of closure and post-closure plans for TSDF																			
POL Management																			
Prepare SPCC Plan																			
Monitoring Used Oil																			

Wastewater Management													
Obtain and Maintain NPDES permit	156.4	10.2	10.2	10.2	10.2	10.2	10.2	10.2	10.2	10.2	91.8	64.6	374
Prepare SPCC Plan	83.3	23.8	23.8	23.8	95.2	95.2	11.9	11.9	11.9	11.9	11.9	32.3	389.3
Obtain and Maintain Stormwater permit	340	340	170	170	850	0	170	340	0	1190	3400		
Solid Waste Management													
Collection of Solid Wastes (Separating and storing recyclables, payment of disposal fees)	1462	387.6	204	204	408	204	204	204	204	102	326.4	3502	
Obtaining and Maintaining landfill permits (closure plans, monitoring, record-keeping, etc.)	68	0	0	0	0	0	0	0	0	0	0	68	
OTHER													
Managing AST and UST (RCRA reporting, maintaining leak detection, monitoring corrosion control systems, etc.)	392.7	79.9	0	79.9	0	205.7	79.9	79.9	79.9	68	986		
Performing ECAMP (to include pre-audit and post-audit activities)	204.2	76.7	41	99	99	76.7	99	99	51	343.4	1090		
total = 27131.3													
CHECK: the given percentage of total labor = 27131.3													

ABC data maintenance Costs (CUM)													
Dyess AFB													
Activities	CES	TIME =1		YEAR =2		pv factor=		0.96425					
		SVS	SPS	SPS	SPS	EMS	CRS						
Air Management													
Obtain and Maintain Air Permits	227.1		2.7		0	1520.3	1103.9		1.3	248.7	1.3	108.2	3213.5
New Source Performance Rvw	6.7		1.3		0	518.2	383.8		0.7	97.6	0.7	0.7	1009.7
CFC and Halon Management	170.3		0		0	2.7	0		0	27.4	0	0	200.4
Air Emission Inventory	56.2		13.4		9.4	319.4	65.6		11.4	55.6	2	28.7	561.7
Record-Keeping	126.1		70		66	512.7	192.1		68	182.1	2	42.1	1261.1
Hazardous Material Management													
Prepare Toxic Release Inventory	53.4		0		0	0	0		80.1	0	0	0	133.5
Prepare Emergency Planning and Community Right to Know Reports	578.3		0		0	0	26.7		0	0	0	0	605
Prepare Emergency Plan (SPCC)	120.2		0		0	0	0		280.5	0	0	0	400.7
Respond to spills	87.2		47.1		47.1	107.6	107.6		60.5	107.6	0	40.1	604.8
Procurement of hazardous material facility	167.4		0		0	0	0		704.8	0	0	0	872.2
Labeling requirements	26.7		0		0	0	0		80.1	0	26.7	0	133.5
Perform audits	66.8		66.8		66.8	66.8	66.8		133.6	66.8	66.8	66.8	668
Hazardous Waste Management													
Hazardous waste identification	429		187		133.6	509.1	375.6		187	281.3	281.3	429	2812.9
RCRA reporting of waste activities	592.6		83.5		83.5	272	272		190.3	177.8	94.3	378.9	2144.9
Obtaining EPA hazardous waste generator number	133.6		116.9		116.9	143.6	116.9		116.9	116.9	116.9	90.2	1068.8
Obtaining and Maintaining TSDF permits	1935.8		33.4		50.1	143.6	116.9		1168.7	116.9	500.9	90.2	4156.5
Preparation of hazardous waste manifest	193.7		167		167	167	167		167	167	173.6	167	1536.3
Paying hazardous waste transportation and disposal fees	125.2		108.5		125.2	172	108.5		108.5	108.5	103.5	108.5	1068.4
Procurement of hazardous waste storage containers	322.2		101.8		101.8	141.9	108.5		135.2	108.5	46.7	135.2	1201.8
Oversee (training and inspections) hazardous waste SAP's	1100.2		180.3		100.2	398.9	368.9		180.3	274.6	261.2	482.4	3347
Prepare SPCC Plan	1206.6		33.4		50.1	130.2	96.8		96.8	96.8	83.5	150.3	1944.5
Prepare Biennial 'Waste Activities' report	521.5		33.4		50.1	130.2	96.8		96.8	96.8	83.5	96.8	1205.9
Preparation of closure and post-closure plans for TSDF	247.1		6.7		6.7	6.7	6.7		33.4	6.7	13.4	6.7	334.1
POL Management													
Prepare SPCC Plan	1703		6.7		6.7	26.7	3.3		667.8	1035.2	16.7	6.7	3472.8
Monitoring Used Oil	6.7		6.7		3.3	33.4	3.3		1.3	8.7	0	3.3	66.7

[illegible]

ABC data maintenance Costs									
Dyess AFB									
Activities	CES	TIME =2 SVS	YEAR =3 SPS	EMS	CRS	0.92978	SUPPLY	TRANS	TOTAL
Air Management									
Obtain and Maintain Air Permits	450.2	5.3	0	3013.9	2188.4	2.6	493	2.6	6370.5
New Source Performance Rvw	13.3	2.6	0	1027.3	760.9	1.4	193.5	1.4	2001.8
CFC and Halon Management	337.6	0	0	5.3	0	0	54.3	0	397.2
Air Emission Inventory	111.4	26.6	18.7	633.2	130.1	22.6	110.2	4	1113.7
Record-Keeping	250	138.8	130.8	1016.4	380.8	134.8	361	4	2500
Hazardous Material Management									
Prepare Toxic Release Inventory	105.9	0	0	0	0	158.8	0	0	264.7
Prepare Emergency Planning and Community Right to Know Reports	1146.4	0	0	0	52.9	0	0	0	1199.3
Prepare Emergency Plan (SPCC)	238.3	0	0	0	0	556.1	0	0	794.4
Respond to spills	172.9	93.4	93.4	213.4	213.4	119.9	213.4	0	1199.3
Procurement of hazardous material facility	331.8	0	0	0	0	1397.2	0	0	1729
Labeling requirements	52.9	0	0	0	0	158.8	0	52.9	264.6
Perform audits	132.4	132.4	132.4	132.4	132.4	264.8	132.4	132.4	1324
Hazardous Waste Management									
Hazardous waste identification	850.5	370.7	264.8	1009.3	744.6	370.7	557.6	557.6	5576.3
RCRA reporting of waste activities	1174.8	165.5	165.5	539.3	539.3	377.3	352.4	186.9	4252.2
Obtaining EPA hazardous waste generator number	264.8	231.7	231.7	284.7	231.7	231.7	231.7	178.8	2118.5
Obtaining and Maintaining TSDF permits	3837.6	66.2	99.3	284.7	231.7	2316.9	231.7	993	8239.9
Preparation of hazardous waste manifest	394	331	331	331	331	331	331	344.2	3045.2
Paying hazardous waste transportation and disposal fees	248.2	215.1	248.2	341	215.1	215.1	215.1	205.2	2118.1
Procurement of hazardous waste storage containers	638.8	201.9	201.9	281.3	215.1	268.1	215.1	92.6	2382.9
Oversee (training and inspections) hazardous waste SAP's	2181.1	357.5	198.6	790.8	731.3	357.5	544.4	517.9	6635.5
Prepare SPCC Plan	2392.1	66.2	99.3	258.1	191.9	191.9	191.9	165.5	3854.8
Prepare Biennial 'Waste Activities' report	1033.9	66.2	99.3	258.1	191.9	191.9	191.9	165.5	2390.6
Preparation of closure and post-closure plans for TSDF	489.9	13.3	19.3	13.3	13.3	66.2	13.3	26.5	662.4
POL Management									
Prepare SPCC Plan	3376.1	13.3	13.3	52.9	6.6	1323.9	2052.2	33.1	6884.7
Monitoring Used Oil	13.3	13.3	6.6	66.2	6.6	2.6	17.2	0	132.4

Division of ABC model Costs										3.5 days/train			hrs per day			total cost = 18702		
cost to set up ABC system (150hrs) = 2550										cost of software = 1100011000								
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL								
Air Management																		
Obtain and Maintain Air Permits		51	1	0	456	327	1	70	1	23						930		
New Source Performance Rvw		3	1	0	160	115	0	30	0	0						309		
CFC and Halon Management		49	0	0	1	0	0	6	0	0						56		
Air Emission Inventory		17	5	3	99	20	4	15	1	6						170		
Record-Keeping		37	21	20	149	56	21	52	1	9						366		
Hazardous Material Management																		
Prepare Toxic Release Inventory		11	0	0	0	0	17	0	0	0						28		
Prepare Emergency Planning and Community Right to Know Reports		163	0	0	0	6	0	0	0	0						169		
Prepare Emergency Plan (SPCC)		25	0	0	0	0	59	0	0	0						84		
Respond to spills		23	14	14	31	31	17	31	0	8						169		
Procurement of hazardous material facility		39	0	0	0	0	186	0	0	0						225		
Labeling requirements		6	0	0	0	0	17	0	0	6						29		
Perform audits		14	14	14	14	14	28	14	14	14						140		
Hazardous Waste Management																		
Hazardous waste identification		135	68	56	180	124	68	96	96	135						958		
RCRA reporting of waste activities		159	35	35	91	91	58	63	28	114						674		
Obtaining EPA hazardous waste generator number		56	49	49	61	49	49	49	49	38						449		
Obtaining and Maintaining TSDF permits		584	14	21	61	49	493	49	211	38						1520		
Preparation of hazardous waste manifest		82	70	70	70	70	70	70	73	70						645		
Paying hazardous waste transportation and disposal fees		53	46	53	72	46	46	46	44	46						452		
Procurement of hazardous waste storage containers		91	43	43	60	46	51	46	20	51						451		
Oversee (training and inspections) hazardous waste SAP's		407	59	42	128	115	59	87	82	146						1125		
Prepare SPCC Plan		348	14	21	55	41	41	41	35	52						648		
Prepare Biennial 'Waste Activities' report		162	14	21	55	41	41	41	35	41						451		
Preparation of closure and post-closure plans for TSDF		53	3	3	3	3	8	3	6	3						85		
POL Management																		
Prepare SPCC Plan		577	3	3	11	1	141	436	7	3						1182		
Monitoring Used Oil		3	3	1	14	1	1	4	0	1						28		

total cost of labor and model (cost of ABC)											year 1											
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL												
Air Management																						
Obtain and Maintain Air Permits	166.6	2.36	0	1230	889	1.68	196.6	1.68	78.08	2566												
New Source Performance Rvw	6.4	1.68	0	423.8	310.4	0.34	79.7	0.34	0.34	823												
CFC and Halon Management	135.7	0	0	2.36	0	0	19.94	0	0	158												
Air Emission Inventory	45.6	11.84	7.8	261.6	53.4	9.82	43.3	2.02	20.62	456												
Record-Keeping	101.2	56.64	53.6	410	153.8	55.62	144.7	2.02	30.42	1008												
Hazardous Material Management																						
Prepare Toxic Release Inventory	38.2	0	0	0	0	57.8	0	0	0	96												
Prepare Emergency Planning and Community Right to Know Reports	457.4	0	0	0	19.6	0	0	0	0	477												
Prepare Emergency Plan (SPCC)	86.2	0	0	0	0	201.8	0	0	0	288												
Respond to spills	67.4	38	38	85.8	85.8	47.8	85.8	0	28.4	477												
Procurement of hazardous material facility	124.2	0	0	0	0	544.8	0	0	0	669												
Labeling requirements	19.6	0	0	0	0	57.8	0	19.6	0	97												
Perform audits	48	48	48	48	48	96	48	48	48	480												
Hazardous Waste Management																						
Hazardous waste identification	353.4	163.2	124	439.2	315.2	163.2	239.2	239.2	353.4	2390												
RCRA reporting of waste activities	460.7	77.5	77.5	229.5	229.5	154.9	153.5	76	306.9	1766												
Obtaining EPA hazardous waste generator number	124	108.5	108.5	134.1	108.5	108.5	108.5	108.5	83.9	993												
Obtaining and Maintaining TSDF permits	1569.5	31	46.5	134.1	108.5	1088	108.5	466	83.9	3636												
Preparation of hazardous waste manifest	180.6	155	155	155	155	155	155	161.4	155	1427												
Paying hazardous waste transportation and disposal fees	116.75	101.25	116.75	159.55	101.25	101.25	101.25	96.7	101.25	996												
Procurement of hazardous waste storage containers	255.05	94.85	94.85	132.25	101.25	119.85	101.25	43.8	119.85	1063												
Oversee (training and inspections) hazardous waste SAP's	967.1	150.8	93	331.1	302.8	150.8	226.8	215	391.6	2829												
Prepare SPCC Plan	962.3	31	46.5	121.3	90.3	90.3	90.3	77.5	128.5	1638												
Prepare Biennial 'Waste Activities' report	427.5	31	46.5	121.3	90.3	90.3	90.3	77.5	90.3	1065												
Preparation of closure and post-closure plans for TSDF	178.8	6.4	6.4	6.4	6.4	25	6.4	12.8	6.4	255												
POL Management																						
Prepare SPCC Plan	1444	6.4	6.4	24.6	2.7	481	963	15.5	6.4	2950												
Monitoring Used Oil	6.4	6.4	2.7	31	2.7	1.68	8.42	0	2.7	62												

total cost of labor and model (cost of ABC)		year 2											
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL			
Air Management													
Obtain and Maintain Air Permits	278.1	3.7	0	1976.3	1430.9	2.3	318.7	2.3	131.2	4143.5			
New Source Performance Rvw	9.7	2.3	0	678.2	498.8	0.7	127.6	0.7	0.7	1318.7			
CFC and Halon Management	219.3	0	0	3.7	0	0	33.4	0	0	256.4			
Air Emission Inventory	73.2	18.4	12.4	418.4	85.6	15.4	70.6	3	34.7	731.7			
Record-Keeping	163.1	91	86	661.7	248.1	89	234.1	3	51.1	1627.1			
Hazardous Material Management													
Prepare Toxic Release Inventory	64.4	0	0	0	0	97.1	0	0	0	161.5			
Prepare Emergency Planning and Community Right to Know Reports	741.3	0	0	0	32.7	0	0	0	0	774			
Prepare Emergency Plan (SPCC)	145.2	0	0	0	0	339.5	0	0	0	484.7			
Respond to spills	110.2	61.1	61.1	138.6	138.6	77.5	138.6	0	48.1	773.8			
Procurement of hazardous material facility	206.4	0	0	0	0	890.8	0	0	0	1097.2			
Labeling requirements	32.7	0	0	0	0	97.1	0	32.7	0	162.5			
Perform audits	80.8	80.8	80.8	80.8	80.8	161.6	80.8	80.8	80.8	808			
Hazardous Waste Management													
Hazardous waste identification	564	255	189.6	689.1	499.6	255	377.3	377.3	564	3770.9			
RCRA reporting of waste activities	751.6	118.5	118.5	363	363	248.3	240.8	122.3	492.9	2818.9			
Obtaining EPA hazardous waste generator number	189.6	165.9	165.9	204.6	165.9	165.9	165.9	165.9	128.2	1517.8			
Obtaining and Maintaining TSDF permits	2519.8	47.4	71.1	204.6	165.9	1661.7	165.9	711.9	128.2	5676.5			
Preparation of hazardous waste manifest	275.7	237	237	237	237	237	237	246.6	237	2181.3			
Paying hazardous waste transportation and disposal fees	178.2	154.5	178.2	244	154.5	154.5	154.5	147.5	154.5	1520.4			
Procurement of hazardous waste storage containers	413.2	144.8	144.8	201.9	154.5	186.2	154.5	66.7	186.2	1652.8			
Oversee (training and inspections) hazardous waste SAP's	1507.2	239.3	142.2	526.9	483.9	239.3	361.6	343.2	628.4	4472			
Prepare SPCC Plan	1554.6	47.4	71.1	185.2	137.8	137.8	137.8	118.5	202.3	2592.5			
Prepare Biennial 'Waste Activities' report	683.5	47.4	71.1	185.2	137.8	137.8	137.8	118.5	137.8	1656.9			
Preparation of closure and post-closure plans for TSDF	300.1	9.7	9.7	9.7	9.7	41.4	9.7	19.4	9.7	419.1			
POL Management													
Prepare SPCC Plan	2280	9.7	9.7	37.7	4.3	808.8	1471.2	23.7	9.7	4654.8			
Monitoring Used Oil	9.7	9.7	4.3	47.4	4.3	2.3	12.7	0	4.3	94.7			

total cost of labor and model (cost of ABC)											year 3										
Activities		CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL										
Air Management																					
Obtain and Maintain Air Permits		501.2	6.3	0	3469.9	2515.4	3.6	563		3.6	237.5	7300.5									
New Source Performance Rvw		16.3	3.6	0	1187.3	875.9	1.4	223.5		1.4	1.4	2310.8									
CFC and Halon Management		386.6	0	0	6.3	0	0	60.3		0	0	453.2									
Air Emission Inventory		128.4	31.6	21.7	732.2	150.1	26.6	125.2		5	62.9	1283.7									
Record-Keeping		287	159.8	150.8	1165.4	436.8	155.8	413		5	92.4	2866									
Hazardous Material Management																					
Prepare Toxic Release Inventory		116.9	0	0	0	0	175.8	0		0	0	292.7									
Prepare Emergency Planning and Community Right to Know Reports		1309.4	0	0	0	58.9	0	0		0	0	1368.3									
Prepare Emergency Plan (SPCC)		263.3	0	0	0	0	615.1	0		0	0	878.4									
Respond to spills		195.9	107.4	107.4	244.4	244.4	136.9	244.4		0	87.5	1368.3									
Procurement of hazardous material facility		370.8	0	0	0	0	1583.2	0		0	0	1954									
Labeling requirements		58.9	0	0	0	0	175.8	0		58.9	0	293.6									
Perform audits		146.4	146.4	146.4	146.4	146.4	292.8	146.4		146.4	146.4	1464									
Hazardous Waste Management																					
Hazardous waste identification		985.5	438.7	320.8	1189.3	868.6	438.7	653.6		653.6	985.5	6534.3									
RCRA reporting of waste activities		1333.8	200.5	200.5	630.3	630.3	435.3	415.4		214.9	865.2	4926.2									
Obtaining EPA hazardous waste generator number		320.8	280.7	280.7	345.7	280.7	280.7	280.7		280.7	216.8	2567.5									
Obtaining and Maintaining TSDF permits		4421.6	80.2	120.3	345.7	280.7	2809.9	280.7		1204	216.8	9759.9									
Preparation of hazardous waste manifest		466	401	401	401	401	401	401		417.2	401	3690.2									
Paying hazardous waste transportation and disposal fees		301.2	261.1	301.2	413	261.1	261.1	261.1		249.2	261.1	2570.1									
Procurement of hazardous waste storage containers		729.8	244.9	244.9	341.3	261.1	319.1	261.1		112.6	319.1	2833.9									
Oversee (training and inspections) hazardous waste SAP's		2588.1	416.5	240.6	918.8	846.3	416.5	631.4		599.9	1102.4	7760.5									
Prepare SPCC Plan		2740.1	80.2	120.3	313.1	232.9	232.9	232.9		200.5	349.9	4502.8									
Prepare Biennial 'Waste Activities' report		1195.9	80.2	120.3	313.1	232.9	232.9	232.9		200.5	232.9	2841.6									
Preparation of closure and post-closure plans for TSDF		542.9	16.3	16.3	16.3	16.3	74.2	16.3		32.5	16.3	747.4									
POL Management																					
Prepare SPCC Plan		3953.1	16.3	16.3	63.9	7.6	1464.9	2488.2		40.1	16.3	8066.7									
Monitoring Used Oil		16.3	16.3	7.6	80.2	7.6	3.6	21.2		0	7.6	160.4									

Direct \$'s to charge back												
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL		
Air Management												
Obtain and Maintain Air Permits	0	0	0	0	0	0	0	0	0	0	0	0
New Source Performance Rvw	0	0	0	0	0	0	0	0	0	0	0	0
CFC and Halon Management	35000	0	0	0	800	0	0	4200	0	0	0	40000
Air Emission Inventory	3500	933.333333	583.333333	20416.6667	4083.33333	758.333333	3208.33333	175	1341.66667	35000		
Record-Keeping	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Material Management												
Prepare Toxic Release Inventory	0	0	0	0	0	0	0	0	0	0	0	0
Prepare Emergency Planning and Community Right to Know Reports	0	0	0	0	0	0	0	0	0	0	0	0
Prepare Emergency Plan (SPCC)	0	0	0	0	0	0	0	0	0	0	0	0
Respond to spills	1333.33333	833.333333	833.333333	1833.33333	1833.33333	1000	1833.33333	0	500	10000		
Procurement of hazardous material facility	1750	0	0	0	0	8250	0	0	0	10000		
Labeling requirements	0	0	0	0	0	0	0	0	0	0	0	0
Perform audits	0	0	0	0	0	0	0	0	0	0	0	0
Hazardous Waste Management												
Hazardous waste identification	18352.9412	9176.47059	7647.05982	24470.5882	16823.5294	9176.47059	13000	13000	18352.9412	130000		
RCRA reporting of waste activities	0	0	0	0	0	0	0	0	0	0	0	0
Obtaining EPA hazardous waste generator number	0	0	0	0	0	0	0	0	0	0	0	0
Obtaining and Maintaining TSDF permits	1152.77778	27.777778	41.6666667	119.444444	97.2222222	972.222222	97.2222222	416.666667	75	3000		
Preparation of hazardous waste manifest	0	0	0	0	0	0	0	0	0	0	0	0
Paying hazardous waste transportation and disposal fees	29296.875	25390.625	29296.875	40234.375	25390.625	25390.625	25390.625	24218.75	25390.625	250000		
Procurement of hazardous waste storage containers	0	0	0	0	0	0	0	0	0	0	0	0
Oversee (training and inspections) hazardous waste SAP's	0	0	0	0	0	0	0	0	0	0	0	0
Prepare SPCC Plan												
Prepare Biennial 'Waste Activities' report	0	0	0	0	0	0	0	0	0	0	0	0
Preparation of closure and post-closure plans for TSDF	3166.66667	166.666667	166.666667	166.666667	166.666667	500	166.666667	333.333333	166.666667	5000		
POL Management												
Prepare SPCC Plan	0	0	0	0	0	0	0	0	0	0	0	0
Monitoring Used Oil	0	0	0	0	0	0	0	0	0	0	0	0

[illegible]

Sum of charges (Labor charges and direct)												
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL		
Air Management												
Obtain and Maintain Air Permits	1156	14	0	7740	5620	7	1266	7	551	16361		
New Source Performance Rvw	34	7	0	2638	1954	3	497	3	3	5139		
CFC and Halon Management	35867	0	0	814	0	0	4339	0	0	41020		
Air Emission Inventory	3786	1002	631	22043	4417	817	3491	185	1488	37860		
Record-Keeping	642	356	336	2610	978	346	927	10	214	6419		
Hazardous Material Management												
Prepare Toxic Release Inventory	272	0	0	0	0	408	0	0	0	680		
Prepare Emergency Planning and Community Right to Know Reports	2944	0	0	0	136	0	0	0	0	3080		
Prepare Emergency Plan (SPCC)	612	0	0	0	0	1428	0	0	0	2040		
Respond to spills	1777	1073	1073	2381	2381	1308	2381	0	704	13078		
Procurement of hazardous material facility	2602	0	0	0	0	11838	0	0	0	14440		
Labeling requirements	136	0	0	0	0	408	0	136	0	680		
Perform audits	340	340	340	340	340	680	340	340	340	3400		
Hazardous Waste Management												
Hazardous waste identification	20537	10128	8327	27063	18736	10128	14432	14432	20537	144320		
RCRA reporting of waste activities	3017	425	425	1385	1385	969	905	480	1929	10920		
Obtaining EPA hazardous waste generator number	680	595	595	731	595	595	595	595	459	5440		
Obtaining and Maintaining TSDF permits	11008	198	297	850	692	6922	692	2967	534	24160		
Preparation of hazardous waste manifest	986	850	850	850	850	850	850	884	850	7820		
Paying hazardous waste transportation and disposal fees	29934	25943	29934	41110	25943	25943	25943	24746	25943	255439		
Procurement of hazardous waste storage containers	1641	519	519	723	553	689	553	238	689	6124		
Oversee (training and inspections) hazardous waste SAP's	5601	918	510	2031	1878	918	1398	1330	2456	17040		
Prepare SPCC Plan	6143	170	255	663	493	493	493	425	765	9900		
Prepare Biennial 'Waste Activities' report	2655	170	255	663	493	493	493	425	493	6140		
Preparation of closure and post-closure plans for TSDF	4425	201	201	201	201	670	201	401	201	6702		
POL Management												
Prepare SPCC Plan	8670	34	34	136	17	3400	5270	85	34	17680		
Monitoring Used Oil	34	34	17	170	17	7	44	0	17	340		

Sum of charges (Labor charges and direct)											
for year 2, can only charge back the amount from yr 1 less the money saved from yr 1 (or 80% of the original)											
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL	
Air Management											
Obtain and Maintain Air Permits	924.8	11.2	0	6192	4496	5.6	1012.8	5.6	440.8	13088.8	
New Source Performance Rvw	27.2	5.6	0	2110.4	1563.2	2.4	397.6	2.4	2.4	4111.2	
CFC and Halon Management	28693.6	0	0	651.2	0	0	3471.2	0	0	32816	
Air Emission Inventory	3028.8	801.6	504.8	17634.4	3533.6	653.6	2792.8	148	1190.4	30288	
Record-Keeping	513.6	284.8	268.8	2088	782.4	276.8	741.6	8	171.2	5135.2	
Hazardous Material Management											
Prepare Toxic Release Inventory	217.6	0	0	0	0	326.4	0	0	0	544	
Prepare Emergency Planning and Community Right to Know Reports	2355.2	0	0	0	108.8	0	0	0	0	2464	
Prepare Emergency Plan (SPCC)	489.6	0	0	0	0	1142.4	0	0	0	1632	
Respond to spills	1421.6	858.4	858.4	1904.8	1904.8	1046.4	1904.8	0	563.2	10462.4	
Procurement of hazardous material facility	2081.6	0	0	0	0	9470.4	0	0	0	11552	
Labeling requirements	108.8	0	0	0	0	326.4	0	108.8	0	544	
Perform audits	272	272	272	272	272	544	272	272	272	2720	
Hazardous Waste Management											
Hazardous waste identification	16429.6	8102.4	6661.6	21650.4	14988.8	8102.4	11545.6	11545.6	16429.6	115456	
RCRA reporting of waste activities	2413.6	340	340	1108	1108	775.2	724	384	1543.2	8736	
Obtaining EPA hazardous waste generator number	544	476	476	584.8	476	476	476	476	367.2	4352	
Obtaining and Maintaining TSDF permits	8806.4	158.4	237.6	680	553.6	5537.6	553.6	2373.6	427.2	19328	
Preparation of hazardous waste manifest	788.8	680	680	680	680	680	680	707.2	680	6256	
Paying hazardous waste transportation and disposal fees	23947.2	20754.4	23947.2	32888	20754.4	20754.4	20754.4	19796.8	20754.4	204351.2	
Procurement of hazardous waste storage containers	1312.8	415.2	415.2	578.4	442.4	551.2	442.4	190.4	551.2	4899.2	
Oversee (training and inspections) hazardous waste SAP's	4480.8	734.4	408	1624.8	1502.4	734.4	1118.4	1064	1964.8	13632	
Prepare SPCC Plan	4914.4	136	204	530.4	394.4	394.4	394.4	340	612	7920	
Prepare Biennial 'Waste Activities' report	2124	136	204	530.4	394.4	394.4	394.4	340	394.4	4912	
Preparation of closure and post-closure plans for TSDF	3540	160.8	160.8	160.8	160.8	536	160.8	320.8	160.8	5361.6	
POL Management											
Prepare SPCC Plan	6936	27.2	27.2	27.2	108.8	2720	4216	68	27.2	14144	
Monitoring Used Oil	27.2	27.2	13.6	13.6	13.6	5.6	35.2	0	13.6	272	

Wastewater Management												
Obtain and Maintain NPDES permit	2142.4	184.8	184.8	184.8	184.8	184.8	184.8	1248.8	893.6	5393.6		
Prepare SPCC Plan	666.4	190.4	190.4	761.6	95.2	95.2	258.4	3114.4				
Obtain and Maintain Stormwater permit	2720	2720	1360	6800	0	1360	9520	27200				
Solid Waste Management												
Collection of Solid Wastes (Separating and storing recyclables, payment of disposal fees)	126376.8	29016	19504	39008.8	19504	19504	19504	9752	25845.6	308015.2		
Obtaining and Maintaining landfill permits (closure plans, monitoring, record-keeping, etc.)	544	0	0	0	0	0	0	0	0	544		
OTHER												
Managing AST and UST (RCRA reporting, maintaining leak detection, monitoring corrosion control systems, etc.)	9175.2	2205.6	0	2205.6	0	4679.2	2205.6	2205.6	1210.4	23887.2		
Performing ECAMP (to include pre-audit and post-audit activities)	6241.6	2101.6	1288	2712	2101.6	2712	11483.2	32720	925852			
check: total should = (1-benefit ratio)total from yr 1 =												

Sum of charges (Labor charges and direct)		for year 3, can only charge back the amount from yr 2 less the money saved from yr 2 (or 80% of the original)									
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL	
Air Management											
Obtain and Maintain Air Permits	739.84	8.96	0	4953.6	3596.8	4.48	810.24	4.48	352.64	10471.04	
New Source Performance Rvw	21.76	4.48	0	1688.32	1250.56	1.92	318.08	1.92	1.92	3288.96	
CFC and Halon Management	22954.88	0	0	520.96	0	0	2776.96	0	0	26252.8	
Air Emission Inventory	2423.04	641.28	403.84	14107.52	2826.88	522.88	2234.24	118.4	952.32	24230.4	
Record-Keeping	410.88	227.84	215.04	1670.4	625.92	221.44	593.28	6.4	136.96	4108.16	
Hazardous Material Management											
Prepare Toxic Release Inventory	174.08	0	0	0	0	261.12	0	0	0	435.2	
Prepare Emergency Planning and Community Right to Know Reports	1884.16	0	0	0	87.04	0	0	0	0	1971.2	
Prepare Emergency Plan (SPCC)	391.68	0	0	0	0	913.92	0	0	0	1305.6	
Respond to spills	1137.28	686.72	686.72	1523.84	1523.84	837.12	1523.84	0	450.56	8369.92	
Procurement of hazardous material facility	1665.28	0	0	0	0	7576.32	0	0	0	9241.6	
Labeling requirements	87.04	0	0	0	0	261.12	0	87.04	0	435.2	
Perform audits	217.6	217.6	217.6	217.6	217.6	435.2	217.6	217.6	217.6	2176	
Hazardous Waste Management											
Hazardous waste identification	13143.68	6481.92	5329.28	17320.32	11991.04	6481.92	9236.48	9236.48	13143.68	92364.8	
RCRA reporting of waste activities	1930.88	272	272	886.4	886.4	620.16	579.2	307.2	1234.56	6988.8	
Obtaining EPA hazardous waste generator number	435.2	380.8	380.8	467.84	380.8	380.8	380.8	380.8	293.76	3481.6	
Obtaining and Maintaining TSDF permits	7045.12	126.72	190.08	544	442.88	4430.08	442.88	1898.88	341.76	15462.4	
Preparation of hazardous waste manifest	631.04	544	544	544	544	544	544	565.76	544	5004.8	
Paying hazardous waste transportation and disposal fees	19157.76	16603.52	19157.76	26310.4	16603.52	16603.52	16603.52	15837.44	16603.52	163480.96	
Procurement of hazardous waste storage containers	1050.24	332.16	332.16	462.72	353.92	440.96	353.92	152.32	440.96	3919.36	
Oversee (training and inspections) hazardous waste SAP's	3584.64	587.52	326.4	1299.84	1201.92	587.52	894.72	851.2	1571.84	10905.6	
Prepare SPCC Plan	3931.52	108.8	163.2	424.32	315.52	315.52	315.52	272	489.6	6336	
Prepare Biennial 'Waste Activities' report	1699.2	108.8	163.2	424.32	315.52	315.52	315.52	272	315.52	3929.6	
Preparation of closure and post-closure plans for TSDF	2832	128.64	128.64	128.64	128.64	428.8	128.64	256.64	128.64	4289.28	
POL Management											
Prepare SPCC Plan	5548.8	21.76	21.76	21.76	87.04	2176	3372.8	54.4	21.76	11315.2	
Monitoring Used Oil	21.76	21.76	10.88	10.88	10.88	4.48	28.16	0	10.88	217.6	

BENEFIT	time =0	Year =1					using a benefit ratio= 0.4												
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL									
Air Management																			
Obtain and Maintain Air Permits	462.4	5.6	0	3096	2248	2.8	506.4	2.8	220.4	6544.4									
New Source Performance Rvw	136	2.8	0	1055.2	781.6	1.2	198.8	1.2	1.2	2055.6									
CFC and Halon Management	14346.8	0	0	325.6	0	0	1735.6	0	0	16408									
Air Emission Inventory	1514.4	400.8	252.4	8817.2	1766.8	326.8	1396.4	74	595.2	15144									
Record-Keeping	256.8	142.4	134.4	1044	391.2	138.4	370.8	4	85.6	2567.6									
Hazardous Material Management																			
Prepare Toxic Release Inventory	108.8	0	0	0	0	163.2	0	0	0	272									
Prepare Emergency Planning and Community Right to Know Reports	1177.6	0	0	0	0	54.4	0	0	0	1232									
Prepare Emergency Plan (SPCC)	244.8	0	0	0	0	571.2	0	0	0	816									
Respond to spills	710.8	429.2	429.2	952.4	952.4	523.2	952.4	0	281.6	5231.2									
Procurement of hazardous material facility	1040.8	0	0	0	0	4735.2	0	0	0	5776									
Labeling requirements	54.4	0	0	0	0	163.2	0	54.4	0	272									
Perform audits	136	136	136	136	136	272	136	136	136	1360									
Hazardous Waste Management																			
Hazardous waste identification	8214.8	4051.2	3330.8	10825.2	7494.4	4051.2	5772.8	5772.8	8214.8	57728									
RCRA reporting of waste activities	1206.8	170	170	554	554	387.6	362	192	771.6	4368									
Obtaining EPA hazardous waste generator number	272	238	238	292.4	238	238	238	238	183.6	2176									
Obtaining and Maintaining TSDF permits	4403.2	79.2	118.8	340	276.8	2768.8	276.8	1186.8	213.6	9664									
Preparation of hazardous waste manifest	394.4	340	340	340	340	340	340	353.6	340	3128									
Paying hazardous waste transportation and disposal fees	11973.6	10377.2	11973.6	16444	10377.2	10377.2	10377.2	9898.4	10377.2	102175.6									
Procurement of hazardous waste storage containers	656.4	207.6	207.6	289.2	221.2	275.6	221.2	95.2	275.6	2449.6									
Oversee (training and inspections) hazardous waste SAP's	2240.4	367.2	204	812.4	751.2	367.2	559.2	532	982.4	6816									
Prepare SPCC Plan	2457.2	68	102	265.2	197.2	197.2	197.2	170	306	3960									
Prepare Biennial 'Waste Activities' report	1062	68	102	265.2	197.2	197.2	197.2	170	197.2	2456									
Preparation of closure and post-closure plans for TSDF	1770	80.4	80.4	80.4	80.4	268	80.4	160.4	80.4	2680.8									
POL Management																			
Prepare SPCC Plan	3468	13.6	13.6	54.4	6.8	1360	2108	34	13.6	7072									
Monitoring Used Oil	13.6	13.6	6.8	68	6.8	2.8	17.6	0	6.8	136									

CUMULATIVE BENEFIT (YEAR 1 + YEAR 2)										
Activities	Time = 1			Year = 2			yr2		MED	OPS
	CES	SVS	SPS	pv factor	EMS	CRS	SUPPLY	TRANS		
Air Management										
Obtain and Maintain Air Permits	819.1	9.9	0	0	5484.3	3982.1	5	897	5	390.4
New Source Performance Rvw	24.1	5	0	0	1869.2	1384.5	2.1	352.2	2.1	2.1
CFC and Halon Management	25413.9	0	0	0	576.8	0	0	3074.4	0	0
Air Emission Inventory	2682.6	710	447.1	15618.8	3129.7	693	578.9	2473.6	131.1	1054.3
Record-Keeping	454.9	252.2	238.1	1849.3	693	245.2	656.8	7.1	151.6	4548.2
Hazardous Material Management										
Prepare Toxic Release Inventory	192.7	0	0	0	0	0	289.1	0	0	481.8
Prepare Emergency Planning and Community Right to Know Reports	2086	0	0	0	0	96.4	0	0	0	2182.4
Prepare Emergency Plan (SPCC)	433.6	0	0	0	0	0	1011.8	0	0	1445.4
Respond to spills	1259.1	760.3	760.3	1687.1	1687.1	926.8	1687.1	0	0	9266.6
Procurement of hazardous material facility	1843.7	0	0	0	0	0	8387.9	0	0	10231.6
Labeling requirements	96.4	0	0	0	0	0	289.1	0	96.4	481.9
Perform audits	240.9	240.9	240.9	240.9	240.9	240.9	481.8	240.9	240.9	2409
Hazardous Waste Management										
Hazardous waste identification	14551.7	7176.3	5900.2	19175.8	13275.6	7176.3	10225.9	14551.7	10225.9	102259.4
RCRA reporting of waste activities	2137.7	301.1	301.1	981.4	981.4	686.6	641.2	1366.8	340.1	7737.4
Obtaining EPA hazardous waste generator number	481.8	421.6	421.6	518	421.6	421.6	421.6	325.2	421.6	3854.6
Obtaining and Maintaining TSDF permits	7799.8	140.3	210.4	602.3	490.3	490.4.7	490.3	378.4	2102.3	17118.8
Preparation of hazardous waste manifest	688.6	602.3	602.3	602.3	602.3	602.3	602.3	602.3	626.4	5541.1
Paying hazardous waste transportation and disposal fees	21210	18382.2	21210	29128.9	18382.2	18382.2	18382.2	18382.2	17534	180993.9
Procurement of hazardous waste storage containers	1162.7	367.7	367.7	512.3	391.8	488.2	391.8	488.2	168.6	4339
Oversee (training and inspections) hazardous waste SAP's	3968.6	650.5	361.4	1439.1	1330.7	650.5	990.6	1740.2	942.4	12074
Prepare SPCC Plan	4352.7	120.5	180.7	469.8	349.3	349.3	349.3	542	301.1	7014.7
Prepare Biennial 'Waste Activities' report	1831.2	120.5	180.7	469.8	349.3	349.3	349.3	349.3	301.1	4350.5
Preparation of closure and post-closure plans for TSDF	3135.4	142.4	142.4	142.4	142.4	142.4	474.7	142.4	284.1	4748.6
POL Management										
Prepare SPCC Plan	6143.2	24.1	24.1	96.4	12	2409.1	3734.1	60.2	24.1	12527.3
Monitoring Used Oil	24.1	24.1	12	120.5	12	5	31.2	0	12	240.9

BENEFIT	Time=2	Year =3	yr3	using a benefit ratio= 0.4							
Activities	CES	pv factor	0.92978	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS	TOTAL
Air Management											
Obtain and Maintain Air Permits	1556.7	18.8	0	10422.6	7567.8	9.5	1704.7	9.5	742	22031.6	
New Source Performance Rvw	45.8	9.5	0	3552.3	2631.2	4	689.3	4	4	6920.1	
CFC and Halon Management	48297.9	0	0	1096.2	0	0	5842.8	0	0	55236.9	
Air Emission Inventory	5098.2	1349.3	849.7	29682.8	5947.9	1100.2	4700.9	249.1	2003.7	50981.8	
Record-Keeping	864.5	479.3	452.5	3514.5	1317	466	1248.2	13.5	288.1	8643.6	
Hazardous Material Management											
Prepare Toxic Release Inventory	366.2	0	0	0	0	549.4	0	0	0	915.6	
Prepare Emergency Planning and Community Right to Know Reports	3964.3	0	0	0	183.2	0	0	0	0	4147.5	
Prepare Emergency Plan (SPCC)	824.1	0	0	0	0	1922.9	0	0	0	2747	
Respond to spills	2392.9	1444.9	1444.9	3206.2	3206.2	1761.3	3206.2	0	948	17610.6	
Procurement of hazardous material facility	3503.8	0	0	0	0	15940.8	0	0	0	19444.6	
Labeling requirements	183.2	0	0	0	0	549.4	0	183.2	0	915.8	
Perform audits	457.8	457.8	457.8	457.8	457.8	915.7	457.8	457.8	457.8	4578.1	
Hazardous Waste Management											
Hazardous waste identification	27654.8	13638.2	11213	36442.6	25229.6	13638.2	19433.9	19433.9	27654.8	194339	
RCRA reporting of waste activities	4062.6	572.3	572.3	1865.1	1865.1	1304.8	1218.6	646.4	2597.5	14704.7	
Obtaining EPA hazardous waste generator number	915.7	801.2	801.2	984.4	801.2	801.2	801.2	801.2	618.1	7325.4	
Obtaining and Maintaining TSDF permits	14823.2	266.6	399.9	1144.6	931.8	9321.1	931.8	3995.3	719.1	32533.4	
Preparation of hazardous waste manifest	1327.7	1144.6	1144.6	1144.6	1144.6	1144.6	1144.6	1190.4	1144.6	10530.3	
Paying hazardous waste transportation and disposal fees	40308.6	34934.4	40308.6	55358.1	34934.4	34934.4	34934.4	33322.5	34934.4	343969.8	
Procurement of hazardous waste storage containers	2209.7	698.8	698.8	973.6	744.6	927.8	744.6	320.4	927.8	8246.1	
Oversee (training and inspections) hazardous waste SAP's	7542.2	1236.2	686.8	2734.9	2528.9	1236.2	1882.6	1791	3307.2	22946	
Prepare SPCC Plan	8272.1	229	343.4	892.8	663.8	663.8	663.8	572.3	1030.1	13331.1	
Prepare Biennial 'Waste Activities' report	3575.2	229	343.4	892.8	663.8	663.8	663.8	572.3	663.8	8267.9	
Preparation of closure and post-closure plans for TSDF	5958.7	270.6	270.6	270.6	270.6	902.2	270.6	539.9	270.6	9024.4	
POL Management											
Prepare SPCC Plan	11674.9	45.8	45.8	183.2	22.8	4578.4	7096.5	114.4	45.8	23807.6	
Monitoring Used Oil	45.8	45.8	22.8	22.8	22.8	9.5	59.3	0	22.8	457.8	

BENEFIT - COST		TIME =0		YEAR =1		output for benefit =			
						% time for ABC data =			
						0.1			
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS
Air Management									
Obtain and Maintain Air Permits	295.8	3.2	0	1866	1359	1.1	309.8	1.1	142.3
New Source Performance Rvw	7.2	1.1	0	631.4	471.2	0.9	119.1	0.9	0.9
CFC and Halon Management	14211.1	0	0	323.2	0	0	1715.7	0	0
Air Emission Inventory	1468.8	389	244.6	8555.6	1713.4	317	1353.1	72	574.6
Record-Keeping	155.6	85.8	80.8	634	237.4	82.8	226.1	2	55.2
Hazardous Material Management									
Prepare Toxic Release Inventory	70.6	0	0	0	0	105.4	0	0	0
Prepare Emergency Planning and Community Right to Know Reports	720.2	0	0	0	34.8	0	0	0	0
Prepare Emergency Plan (SPCC)	158.6	0	0	0	0	369.4	0	0	0
Respond to spills	643.4	391.2	391.2	866.6	866.6	475.4	866.6	0	253.2
Procurement of hazardous material facility	916.6	0	0	0	0	4190.4	0	0	0
Labeling requirements	34.8	0	0	0	0	105.4	0	34.8	0
Perform audits	88	88	88	88	88	176	88	88	88
Hazardous Waste Management									
Hazardous waste identification	7861.4	3888	3206.8	10386	7179.2	3888	5533.6	5533.6	7861.4
RCRA reporting of waste activities	746.1	92.5	92.5	324.5	324.5	232.7	208.5	116	464.7
Obtaining EPA hazardous waste generator number	148	129.5	129.5	158.3	129.5	129.5	129.5	129.5	99.7
Obtaining and Maintaining TSDF permits	2833.7	48.2	72.3	205.9	168.3	1680.8	168.3	720.8	129.7
Preparation of hazardous waste manifest	213.8	185	185	185	185	185	185	192.2	185
Paying hazardous waste transportation and disposal fees	11856.9	10276	11856.9	16284.5	10276	10276	10276	9801.7	10276
Procurement of hazardous waste storage containers	401.4	112.8	112.8	157	120	155.8	120	51.4	155.8
Oversee (training and inspections) hazardous waste SAP's	1273.3	216.4	111	481.3	448.4	216.4	332.4	317	590.8
Prepare SPCC Plan	1494.9	37	55.5	143.9	106.9	106.9	106.9	92.5	177.5
Prepare Biennial 'Waste Activities' report	634.5	37	55.5	143.9	106.9	106.9	106.9	92.5	106.9
Preparation of closure and post-closure plans for TSDF	1591.2	74	74	74	74	243	74	147.6	74
POL Management									
Prepare SPCC Plan	2024	7.2	7.2	29.8	4.1	879	1145	18.5	7.2
Monitoring Used Oil	7.2	7.2	4.1	37	4.1	1.1	9.2	0	4.1

BENEFIT - COST		TIME =1		YEAR = 2		output for benefit =											
		pv factor =		0.964252		% time for ABC data =											
		SVS		SPS		EMS		CRS		SUPPLY		TRANS		MED		OPS	
Air Management																	
Obtain and Maintain Air Permits	541	6.2	0	3508	2551.2	2.7	578.3	2.7	259.2								
New Source Performance Rvw	14.4	2.7	0	1191	885.7	1.4	224.6	1.4	1.4								
CFC and Halon Management	25194.6	0	0	573.1	0	0	3041	0	0								
Air Emission Inventory	2609.4	691.6	434.7	15200.4	3044.1	563.5	2403	128.1	1019.6								
Record-Keeping	291.8	161.2	152.1	1187.6	444.9	156.2	422.7	4.1	100.5								
Hazardous Material Management																	
Prepare Toxic Release Inventory	128.3	0	0	0	0	192	0	0	0								
Prepare Emergency Planning and Community Right to Know Reports	1344.7	0	0	0	63.7	0	0	0	0								
Prepare Emergency Plan (SPCC)	288.4	0	0	0	0	672.3	0	0	0								
Respond to spills	1148.9	699.2	699.2	1548.5	849.3	1548.5	0	450.7									
Procurement of hazardous material facility	1637.3	0	0	0	0	7497.1	0	0	0								
Labeling requirements	63.7	0	0	0	0	192	0	63.7	0								
Perform audits	160.1	160.1	160.1	160.1	160.1	320.2	160.1	160.1	160.1								
Hazardous Waste Management																	
Hazardous waste identification	13987.7	6921.3	5710.6	18486.7	6921.3	9848.6	9848.6	13987.7									
RCRA reporting of waste activities	1386.1	182.6	182.6	618.4	438.3	217.8	873.9										
Obtaining EPA hazardous waste generator number	292.2	255.7	255.7	313.4	255.7	255.7	255.7	197									
Obtaining and Maintaining TSDF permits	5280	92.9	139.3	397.7	324.4	324.3	324.4	1390.4	250.2								
Preparation of hazardous waste manifest	422.9	365.3	365.3	365.3	365.3	365.3	365.3	379.8	365.3								
Paying hazardous waste transportation and disposal fees	21031.8	18227.7	21031.8	28884.9	18227.7	18227.7	18227.7	17386.5	18227.7								
Procurement of hazardous waste storage containers	749.5	222.9	222.9	310.4	237.3	302	101.9	302									
Oversee (training and inspections) hazardous waste SAP's	2461.4	411.2	219.2	912.2	846.8	411.2	629	599.2	1111.8								
Prepare SPCC Plan	2798.1	73.1	109.6	284.6	211.5	211.5	211.5	182.6	339.7								
Prepare Biennial 'Waste Activities' report	1197.7	73.1	109.6	284.6	211.5	211.5	211.5	182.6	211.5								
Preparation of closure and post-closure plans for TSDF	2835.3	132.7	132.7	132.7	433.3	264.7	132.7	132.7	132.7								
POL Management																	
Prepare SPCC Plan	3863.2	14.4	14.4	58.7	7.7	1600.3	2262.9	36.5	14.4								
Monitoring Used Oil	14.4	14.4	7.7	73.1	7.7	2.7	18.5	0	7.7								

Wastewater Management													
Obtain and Maintain NPDES permit	1517.3	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	135.7	883.8	633.6	
Prepare SPCC Plan	377.6	101.9	101.9	408.5	408.5	50.9	50.9	50.9	50.9	50.9	50.9	147.5	
Obtain and Maintain Stormwater permit	1460.3	1460.3	729.7	3649.2	0	729.7	1460.3	0	729.7	1460.3	0	5109.4	
Solid Waste Management													
Collection of Solid Wastes (Separating and storing recyclables, payment of disposal fees)	107976.2	24693.2	16705	33410.7	16705	16705	16705	16705	16705	16705	8352.9	22030.3	
Obtaining and Maintaining landfill permits (closure plans, monitoring, record-keeping, etc.)	320.2	0	0	0	0	0	0	0	0	0	0	0	
OTHER													
Managing AST and UST (RCRA reporting, maintaining leak detection, monitoring corrosion control systems, etc.)	7100.1	1730.6	0	1730.6	0	3612.4	1730.6	1730.6	1730.6	1730.6	1730.6	910.5	
Performing ECAMP (to include pre-audit and post-audit activities)	4992.1	1666.7	1032.3	2151.5	2151.5	1666.7	2151.5	1666.7	2151.5	1083.4	9240.2		

BENEFIT - COST		TIME =2		YEAR =3		output for benefit =			
		pv factor =		0.92978		% time for ABC data =			
Activities	CES	SVS	SPS	EMS	CRS	SUPPLY	TRANS	MED	OPS
Air Management									
Obtain and Maintain Air Permits	1055.5	12.5	0	6952.7	5052.4	5.9	1141.7	5.9	504.5
New Source Performance Rvw	29.5	5.9	0	2365	1755.3	2.6	445.8	2.6	2.6
CFC and Halon Management	47911.3	0	0	1089.9	0	0	5782.5	0	0
Air Emission Inventory	4969.8	1317.7	828	28950.6	5797.8	1073.6	4575.7	244.1	1940.8
Record-Keeping	577.5	319.5	301.7	2349.1	880.2	310.2	835.2	8.5	195.7
Hazardous Material Management									
Prepare Toxic Release Inventory	249.3	0	0	0	0	373.6	0	0	0
Prepare Emergency Planning and Community Right to Know Reports	2654.9	0	0	0	124.3	0	0	0	0
Prepare Emergency Plan (SPCC)	560.8	0	0	0	0	1307.8	0	0	0
Respond to spills	2197	1337.5	1337.5	2961.8	2961.8	1624.4	2961.8	0	860.5
Procurement of hazardous material facility	3133	0	0	0	0	14357.6	0	0	0
Labeling requirements	124.3	0	0	0	0	373.6	0	124.3	0
Perform audits	311.4	311.4	311.4	311.4	311.4	622.9	311.4	311.4	311.4
Hazardous Waste Management									
Hazardous waste identification	26669.3	13199.5	10892.2	35253.3	24361	13199.5	18780.3	18780.3	26669.3
RCRA reporting of waste activities	2728.8	371.8	371.8	1234.8	1234.8	869.5	803.2	431.5	1732.3
Obtaining EPA hazardous waste generator number	594.9	520.5	520.5	638.7	520.5	520.5	520.5	520.5	401.3
Obtaining and Maintaining TSDF permits	10401.6	186.4	279.6	798.9	651.1	6511.2	651.1	2791.3	502.3
Preparation of hazardous waste manifest	861.7	743.6	743.6	743.6	743.6	743.6	743.6	773.2	743.6
Paying hazardous waste transportation and disposal fees	40007.4	34673.3	40007.4	54945.1	34673.3	34673.3	34673.3	33073.3	34673.3
Procurement of hazardous waste storage containers	1479.9	453.9	453.9	632.3	483.5	608.7	483.5	207.8	608.7
Oversee (training and inspections) hazardous waste SAP's	4954.1	819.7	446.2	1816.1	1682.6	819.7	1251.2	1191.1	2204.8
Prepare SPCC Plan	5532	148.8	223.1	579.7	430.9	430.9	430.9	371.8	680.2
Prepare Biennial 'Waste Activities' report	2379.3	148.8	223.1	579.7	430.9	430.9	430.9	371.8	430.9
Preparation of closure and post-closure plans for TSDF	5415.8	254.3	254.3	254.3	254.3	828	254.3	507.4	254.3
POL Management									
Prepare SPCC Plan	7721.8	29.5	29.5	119.3	15.2	3113.5	4608.3	74.3	29.5
Monitoring Used Oil	29.5	29.5	15.2	148.8	15.2	5.9	38.1	0	15.2

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Vita

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